

# Missions Consultation:

## 宣教磋商会议

### Eight Steps of the Missions Continuum

#### 持续宣教的 8 大阶段



International Mission Board, Southern Baptist Convention  
Richmond, Virginia



# FORWARD

## 序言

### ***The Eight Steps of the Missions Continuum Workbook***

#### 《持续宣教的 8 大阶段》

The ***Eight Steps of the Missions Continuum*** is a workshop designed to help a pastor, church, or sending agency expand their capacity to fully embrace the Great Commission. This workbook is intended to serve as a record of the process of setting a standard of involvement, evaluating God's specific call to His mission, assessing progress toward that vision, and developing plans to move forward in the continuum.

《持续宣教的 8 大阶段》，是为帮助牧师、教会和宣教机构，扩展遵行“大使命”的能力，而制定的一套课程。内容有：参与“大使命”标准的设定，对神具体呼召的考察，和呼召进行状况的检测，以及对未来的发展过程等，都留下记录，以备使用。

This workbook is not designed to create this transformation by reading alone. It is intended to be used in the context of a workshop with like-minded individuals, including discussion regarding current missions and church realities, unpacking the principles of Scripture, and leading to a true transformation of the heart and mind to focus on God's plan for His Church to share the gospel with every language and people. The goal is to work toward more healthy churches that fully embrace God's call to be involved in His Mission; the Great Commission.

为了达成目标，带来预期效果，必须由清楚本课程方向与内容，并具共识的人，一起研读，共同探讨，若只粗略扫读内容，是远远不够的。这教材是针对神愿意“各国、各族、各方、各民”，都听到福音的远大计划，商讨近代宣教和教会现况，以及深刻探讨圣经真理，都是必备的，当然，也包含引导心思意念的真正改变。本课程的目标是回应神的呼召，参与宣教事工，完成神的“大使命”，以此，建立更健康的教会。

God has designed His work to be done in community. Although the decision to follow Him is made in the hearts of individuals as they respond in repentance and faith, the mission of God is accomplished in community. Therefore, we believe that lives can better be transformed when people interact with this material in a community atmosphere. God will sometimes speak to individuals in the group with His message for the entire group. This reinforces our need for the Body of Christ; His Church. We must recognize that even the strongest and largest churches need partners to fully embrace the Great Commission, establishing multiplying churches among the unreached and under-served communities.

神要把祂的课题（宣教）实现在群体，即，教会里。如果说，服从神的决定，是透过悔改和信心，出自个人内心的，那么，神赐的使命，就是在群体里实现的。因此，在群体环境里使用本教材，彼此互相交通时，想必更能体现生活上的变化。神虽然常把祂对群体的异象，放在众人心里，但是与个人说话。这是神为了要加强基督身体（教会），对我们的重要性。为了在“未得福音之民”，和被忽视的弱小群体里，完成神的大使命，建立有生产能力的教会，我们必须意识到，即使规模最大，最复兴的教会，也非常需要有同心协力，齐心共进的伙伴。

If you, your church, or your agency are interested in participating in an ***Eight Steps of the Missions Continuum*** workshop, please contact the Globalization Team of International Mission Board (IMB).

如果你或所属的教会及差会，有心参与“持续宣教的八大阶段”课程，请联系国际宣教委员会（IMB）全球化团队，我们必提供诚心的帮助。

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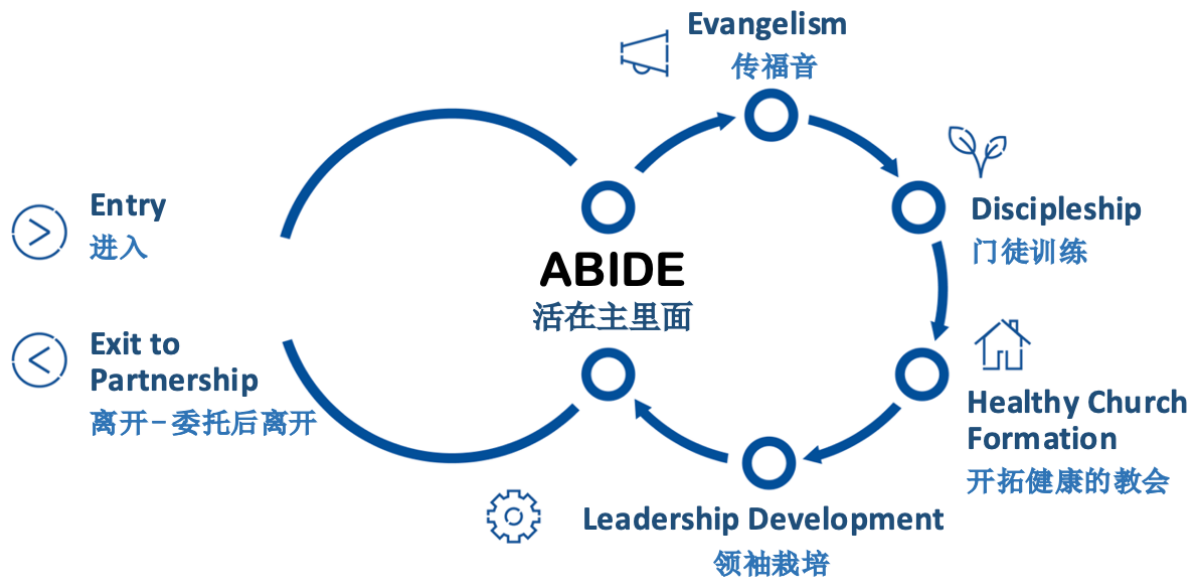
## 1. What Does a Missionary Do?

宣教士做什么？

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## 2. The Missionary Task








### 宣教士的事工



#### Components of the Missionary Task 构成宣教事工的要素

1. Entry 进入
2. Evangelism 传福音
3. Discipleship 门徒训练
4. Healthy Church Formation 开拓健康的教会
5. Leadership Training 领袖栽培
6. Exit to Partnership 离开（委托后离开）

# Eight Steps of the Missions Continuum

1. The Local Pastor		2. Church Mobilization		3. Local Ministry		4. Raising Up Missionaries		5. Planning for Cross-Cultural Missions		6. Selecting & Training Cross-Cultural Missionaries		7. Developing Partners		8. The Mission Field	
1. 当地教会领袖		2. 动员教会		3. 当地教会事工		4. 栽培宣教人才		5. 跨文化宣教计划		6. 选拔和栽培跨文化宣教士		7. 建立合作伙伴		8. 宣教现场	

## 4. Cross-Cultural Ministry

### 跨文化的宣教事工

Helping Missionaries Work Among Different Cultures

– 协助宣教士的跨文化宣教 –

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**Culture:** The sum of all knowledge, attitudes, and behaviors shared and transmitted by members of a society.

**文化:** 是一种社会成员共享的知识、态度和行动等，生活样式的总体

A culture different from my own may have both positive and negative characteristics. For example:

“跨文化”包含以下正面和负面的特征，例如：

1. In Chinese culture all are expected to honor and respect their parents and the elderly in general.  
孝敬父母，尊敬长辈，是中华民族的传统美德。
2. In Chinese culture many go to the extreme to worship their ancestors, giving offerings and making sacrifices to their spirits.  
在中国文化里，许多人祭祀祖先，供奉祭物。

God's Word, and not our own culture, should be the standard whereby we live: we are to be transformed by His Word rather than conformed to this world (Romans 12:1-3).

成为我们生活准绳的，不是文化，而是圣经。我们不应效法世界，须要靠着神的话语，使我们心意更新而变化。（罗 12：1-3）

1. Some cultural norms will be compatible with Christianity, but others will not.  
有些文化规范与基督教兼容，有些却不是。
2. Man has an inner desire to know God (Romans 1:18-32), but man's ways to God are inadequate and constitute false worship. God reveals Himself to us (John 6:44) through the Holy Spirit, the Word, and the testimony of believers – all pointing to Christ and His work of salvation.  
每个人都有想要寻求神、跟随神的内在欲望（罗 1:18-32），却用错误的方法，去崇拜虚假的偶像。神明明借着圣灵、话语及信徒的见证，向我们启示了祂自己（约 6:44）。这一切，都是指着基督和祂的救赎说的。
3. The gospel mandates that those who believe in Him should share cross-culturally – that was His plan in Genesis 12:1-3, to take the message to the nations.  
神的福音晓谕信徒，要走向“跨文化”。在创 12：1-3 里，神就已经宣布了，要把福音传到万族的计划。
4. God challenges His disciples to minister cross-culturally as shown to Peter and Cornelius (Acts 10). 神向彼得提出了“跨文化传福音”的挑战。（徒 10 章，彼得和哥尼流）

5. Paul demonstrates how to share the gospel cross-culturally in Acts 17:22-34, using a bridge from their culture.

保罗在徒 17 章里，已经树立如何使用 “当地文化” 为桥梁，踏入跨文化地区传福音的榜样了。

### **Ten Questions to Aid in Understanding a New Culture:**

帮助我们了解新文化的十个提问：

1. How do they celebrate, especially in weddings and births?

他们如何祝贺婚礼和子女的出生？

- Celebrations help us understand what they value.

透过这些仪式，有助于了解他们的价值观。

2. How do they accept loss or mourn, especially in death?

他们如何感受生离死别的忧伤？

- Grief helps us understand their view of life and the hereafter.

透过他们的心态，有助于了解他们 ‘生与死’ 的文化。

3. How do they make major decisions such as in marriage or selecting leaders?

在婚姻和选出领袖等重大事件上，他们如何做出决定？

- The decision-making process helps us understand whether they are individual- or group-minded, merit-based or hierarchical.

这有助于了解他们是重个人意识，还是重集体意识，是功利主义（注重于个人功利），还是阶级主义（只允许有阶级的人幸福）。

4. What is taboo or unacceptable in their culture?

在他们的文化里，被禁忌或不被接受的是什么？

- Taboos help us understand social standards, and often how men and women interact.

有助于了解社会标准和男女互动的方式。

5. How do they define the concept of “sin”?

他们如何定义 “罪” 的概念？

- This helps us understand right from wrong; honor/shame; innocence/guilt.

有助于了解他们对于是非、名誉、耻辱、无辜和罪咎感等概念。

6. How do they confront one another?

他们如何互相对待？

- That helps us see how they understand conflict and reconciliation.

有助于了解他们的矛盾关系与和解方式。

7. How do they say “yes” and “no” in their culture?

在他们的文化里，如何表达“是”与“不是”？

- This helps us understand how to communicate respect, maintain relationship, and understand cultural nuance and how to approach invitations.

有助于了解他们沟通的礼节，维持关系的方式，与我们文化的差异，被邀请作客时的反应。

8. How do they bargain at the market or in a business deal?

他们在市场，或在贸易上，如何交易？

- This helps us understand their view of fairness, business, and competition.

有助于了解他们如何看待商业上的公平交易和竞争。

9. What are the basic beliefs of their religion?

他们的宗教信仰如何？

- Recognize that there may be a syncretistic aspect to their beliefs, such as Muslims and animism in Southeast Asia.

在东南亚的一些国家，有伊斯兰教和迷信的混合宗教，察看他们有否崇拜这种混教信仰。

10. What is their view of people from your culture?

从自己的文化，看他们的文化，感觉怎么样呢？

- This helps us understand how they might view us as we attempt to interact with them.

和他们沟通时，有助于了解他们对我们的看法。

It is helpful for each missionary to analyze his own culture in light of these questions and then understand his worldview as opposed to the worldview of those he is seeking to reach. He may need to learn to function in a cultural norm much different from his own in order to effectively relate, such as Paul did (1 Corinthians 9:19-23). That does not mean he ceases to live by Biblical standards, but he is willing to step into a different cultural way of life to effectively communicate the gospel to those who need to hear. This may be as simple as the food he regularly eats, when he sleeps, and how he gets around town.

透过这些提问，首先，可以帮助宣教士分析自己的文化，继而了解当地人的世界观，和自己的有什么差异。要学习保罗，（林前 9：19-23）为了和宣教地区的人，有更深的沟通，就要入境随俗，学习他们的生活方式。这不是意味停止，甚至脱离遵守圣经的教导，而是在需要福音的地区里，为了更有效地传福音，立定心志，情愿选择踏入另一种生活方式。说不定，这只不过类似“衣食住行”等的芝麻小事而已。

## 5. Biblical Foundations for Missions

### 宣教的圣经根据

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1. Abraham – Genesis 12:1-3  
亚伯拉罕 创 12:1-3
2. Abraham tested by God – Genesis 22:18  
神试验亚伯拉罕 创 22:18
3. The Great Commission – Matthew 28:16-20  
大使命 太 28:16-20
4. God gives the Holy Spirit – Acts 1:8  
神差遣圣灵 徒 1:8
5. God's promise fulfilled – Acts 2:4-11  
成就应许的神 徒 2:4-11
6. The gospel shared in Samaria – Acts 8:4-5  
福音传到撒玛利亚 徒 8:4-5
7. The Ethiopian hears the gospel – Acts 8:26-27  
埃塞俄比亚人听到福音 徒8:26-27
8. Cornelius and Peter – Acts 10  
哥尼流和彼得 徒 10 章
9. The Antioch church sends Paul and Barnabas – Acts 13:1-3  
安提阿教会差派保罗和巴拿巴 徒13:1-3
10. God's mission given to the Church – Matthew 24:14  
主赋予教会的大使命 太24:14

## 6. Six Critical Questions

### 六个重要提问

about Missions Involvement for the Local Church

- 有关当地教会和宣教 -

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#### Building the Right Foundation – Luke 6:46-49

符合圣经基础的重要性 - 路 6:46-49

1. What is missions?      什么叫宣教?  

Matthew 24:14	太 24:14
Matthew 16:18	太 16:18
Revelation 7:9	启 7:9
  
2. Why do we do missions?      我们为什么要宣教?  

John 14:6, Acts 4:12	约 14:6, 徒 4:12
John 3:16-17	约 3:16-17
Matthew 28:19, Acts 1:8	太 28:19, 徒 1:8
Romans 10:13-15	罗 10:13-15
  
3. When should we do missions?      什么时候宣教?  

John 4:35, 42	约 4:35, 42
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4. Where should we do missions?      到哪儿宣教?  

Acts 10	徒 10 章
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5. Who should do missions?      谁去宣教?
  
6. How do we do missions?      如何开始宣教?

## 7. Mobilizing the Local Church

### 动员当地教会

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## 8. The Missional Church – Acts 2:36-47

### 宣教的教会 – 徒 2:36-47

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#### Becoming a Healthy Missional Church

#### 宣教的教会 — 健康之教会的必备要素

**Introduction:** The missional church must first be a healthy church. Church health does not depend on size or buildings, but on health in terms of biblical standards. A missional church is a healthy church that sees its task as making disciples of all peoples in their own community and beyond. First, we will look at the elements of the New Testament church, then honestly discuss how our own local church measures up to the New Testament model.

序论：首先，宣教的教会必须是健康的教会，这不是指教会的规模和建筑物说的。根据圣经的教导，健康的教会，是指所有信徒都能成为基督的门徒，服侍当地的社会。让我们在研讨初代教会的同时，也检讨我们所属的教会。

The book of Acts records the planting of churches across the known world. Even though many of these churches were planted by the Apostle Paul and his missionary team of church planters, the new churches faced many challenges as they dealt with the realities of day-to-day life. Some of the churches planted received letters from Paul as he helped them address their problems.

使徒行传记载了初代教会的开始，大部分是由保罗和他团队建立的。在使徒行传里论到，保罗之所以写信给各教会，帮助他们，是因为初代教会面临了各种挑战，在生活中出现了不少难题。

Many studies can be done to review the elements of church as established in the New Testament. For this discussion, we will look at the portion of Scripture that records what happened just as the New Testament church was being established (Acts 2:36-47). Although this is not an exhaustive study, this portion of Scripture will help us identify some of the elements in the early church and consider whether those elements are present in our own churches. (Also reference 1 Corinthians 12:1-31, for more understanding about the function of the local church.)

为了检讨在新约圣经里，已被确认的几个教会要素，各种研究方法想必都能进行。藉着这次的讨论，我们要察看，在初代教会被建立之时，徒 2:36-47 记录的事件。虽然这不算是很深入的研究，但能帮助我们，明白建立初代教会的几个要素，并且考虑这些要素，有否在我们教会。（请参考林前 12: 1-31，有关教会的功能）

#### The Elements of a New Testament Church

#### 初代教会必备的要素

1. Read Acts 2:36-47 and make a list verse by verse of what you observe happening in the early church. 请细读徒 2:36-47 后，在以下各节里，列举初代教会所发生的事件。

v 36 –

v 37 –

v 38 –

v 39 –

- v 40 –
- v 41 –
- v 42 –
- v 43 –
- v 44 –
- v 45 –
- v 46 –
- v 47 –

2. Discuss the twelve characteristics of a healthy church, comparing your list from Acts 2 with the list below, and review corresponding Biblical references.

请讨论健康之教会的 12 个特征后，与徒 2 章记述的，健康之教会的目录进行比较。（参考经节）

- Biblical evangelism – Acts 2:38      传福音(徒 2:38)
- Biblical discipleship – Acts 2:42, Matthew 28:19-20  
门徒训练 (徒 2:42/太 28:19-20)
- Biblical preaching and teaching – Acts 2:42  
讲道与教导 (徒 2:42)
- Biblical leadership – Acts 2:42, 1 Timothy 3:1-7, Titus 1:5-9  
领袖(徒 2:42/提前 3:1-7 /多 1:5-9)
- Biblical membership – Acts 2:46, 1 Corinthians 12  
教会信徒成员(徒 2:46/林前 12 章)
- Biblical worship – Acts 2:47      敬拜(徒 2:47)
- Biblical fellowship – Acts 2:46      交通(徒 2:46)
- Biblical prayer – Acts 2:42      祷告(徒2:42)
- Biblical accountability and discipline – Acts 2:40, Matthew 18:15-17  
责任和治理 (徒 2:40/太 18:15-17)
- Biblical giving – Acts 2:45      奉献(徒:45)
- Biblical ordinances of baptism and Lord's Supper – Acts 2:38, 41; Matthew 26:26-29  
洗礼和圣餐 (徒2:38, 41/太26:26-29)
- Biblical mission – Matthew 28:16-20, Matthew 24:14  
宣教(太 28:16-20/太 24:14)

3. Draw a circle that represents your church. Inside the circle put the elements you feel are strengths of your church. Outside the circle put the elements you feel are weaknesses or are not present in your church. What actions can you take that will help you move those elements outside of the circle to inside the circle?

请画个圆圈代表教会。在健康之教会应具备的 12 个条件中，被所属教会看为重要的，写在圈内，比较不被重视的，写在圈外。为了把圈外的，放入圈内，教会应该怎么做？

## 9. Bible Studies for Church and Missionaries

### 有关教会和宣教士的圣经查考

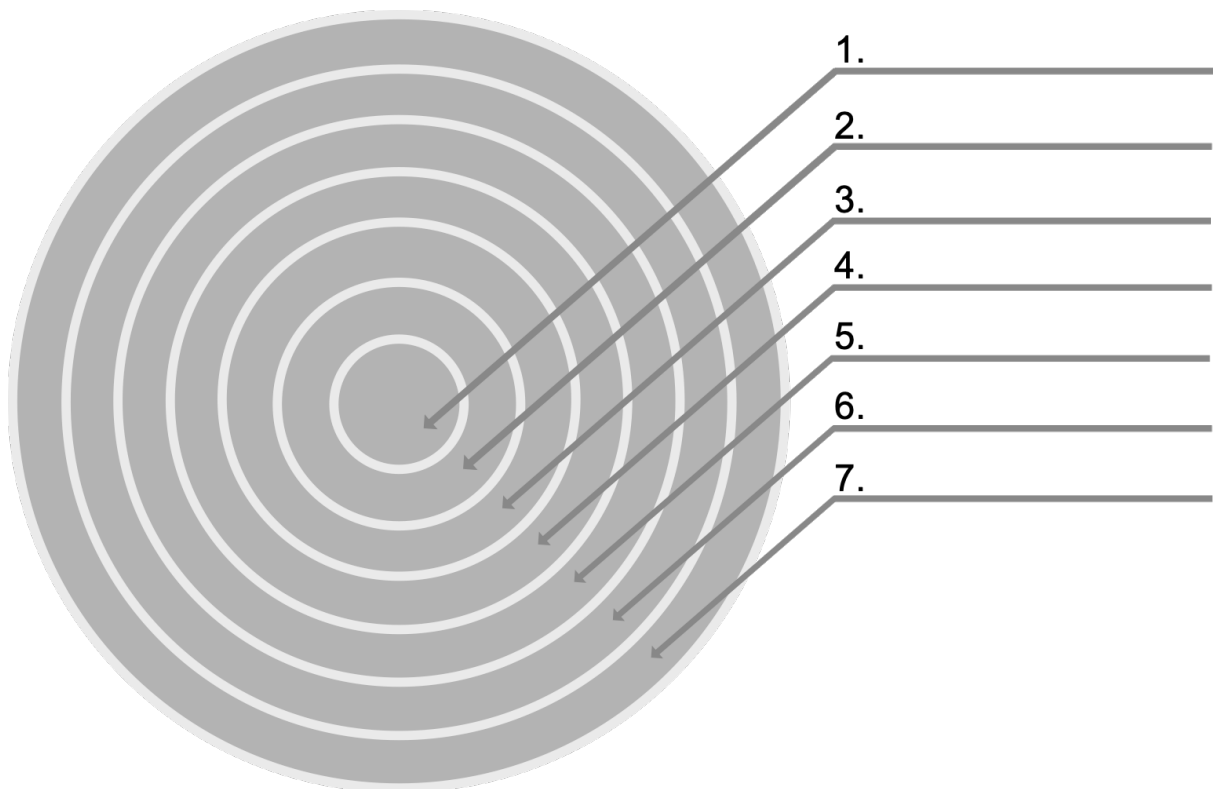
#### Lesson 1: The Call to Missions

##### 第一课：宣教的呼召

The call to cross-cultural missions is more than one simple event; it is a progression of “callings” that God makes to His servants. It is helpful to look at this calling in terms of seven targeted steps, with progression from point one of the target to point seven.

Adapted with permission from *God's Call to Ministry*, a dissertation by Dr. Andrew W. Tuttle, 1987, California Graduate School of Theology.

跨文化宣教的呼召，不是单纯简单的事件，而是神呼召祂仆人的过程。这个呼召可以分为以下七个阶段：摘自 Andrew W. Tuttle 博士论文《神事工的呼召》（*God's Call to Ministry*, 1987）



1. **Called to salvation** in Jesus Christ (Romans 3:23, Romans 6:23, John 3:16-17, John 1:12), confirming they have responded in faith and repentance.

在耶稣基督里的，得救的呼召。（罗3:23，6:23，约3:16-17，约1:12）  
请确认他们有否以信心和悔改，回应神的呼召。

2. **Called to the ministry of reconciliation**, leading others to Christ (2 Corinthians 5:17-19).  
恢复神与人的关系（林后 5:17-19），带领人回应基督的呼召。
3. **Called to service in the local church** (Romans 12:4, Romans 12:6-8, 1 Corinthians 12:4-6, 1 Corinthians 12:27-31).  
所属教会服侍的呼召。（罗12:4，12:6-8，林前12:4-6，12:27-31）
4. **Called to cross-cultural missions** (Ephesians 4:11-12), answering the question: “Who is a Missionary?”  
跨文化宣教的呼召（弗4:11-12），回应“谁是宣教士？”。
5. **Called to take the gospel to the unreached**, leaving home culture and family to cross cultural barriers for the sake of the Gospel (Romans 10:11-15, John 20:21, Acts 1:8).  
跨越文化的障碍，向未得之民传福音的呼召。（罗10:11-15，约20:21，徒1:8）
6. **Affirmed by the local church** (Romans 10:11-15, Acts 13:1-3).  
被所属教会认可并接受。（罗10：11-15，徒13：1-3）
7. **Husband and wife together** and in harmony with the expression of their calling (Ephesians 5:21-33).  
夫妻要领受同样的呼召（弗5:21-33）。

**Summary:** The call of God should be evident in the life of every believer, but that does not mean that every believer is called to leave family and home to be a cross-cultural missionary. Therefore, the calling to serve as a cross-cultural missionary should be carefully assessed by working through these seven points, recognizing the stage of life and other factors that may impact where the Lord might have the believers serve.

**概要：**在每个信徒身上，都有神的呼召，但是，这并不意味每个人，都必须离开本国和本家，成为跨文化宣教士。因此，透过以上七个阶段的评价以后，就可以得到神具体的引导。

**Every believer is called in the following basic categories:**

基本上，所有信徒在以下范畴内，都领受了神的呼召：

1. Call to salvation: responding to the Lord's expression of grace in faith and repentance.

得救的呼召：以信心和悔改，回应神的呼召。

2. Call to mission: essentially called to be a disciple of Christ and a disciple maker.

传福音的呼召：所有信徒都是基督的门徒，同时也有栽培他人，成为门徒的呼召。

3. Call to station: various stations of life require us to serve the Lord in terms of the realities of everyday life, such as being a parent, or maybe even being married or single.

生活上的呼召：在各自生活领域里，服侍神的呼召。例如：以父母，家庭，或单身服侍神。

4. Call to service: God has endowed each believer with gifts to serve the local body of believers – the local church. These gifts are not all the same, but one should know one's spiritual gifts and use those gifts in service to the local church.

服侍教会的呼召：神赐给每个人不同的恩赐，服侍教会，所以，每个信徒都应该晓得，并且使用自己的恩赐，服侍所属教会。

## 10. Lesson 2: The Command of Cross-Cultural Missions – Acts 10

### 第二课：跨文化宣教的命令—使徒行传 10 章

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#### **Part 1: God prepares Cornelius – Acts 10:1-8**

预备哥尼流的神 — 徒 10: 1-8

1. Who is Cornelius? (vv 1-2)  
哥尼流是谁？（1-2 节）
2. How does God respond to Cornelius' prayer? (vv 3-6)  
神如何垂听了哥尼流的祷告？（3-6 节）
3. What did Cornelius do after his encounter with the angel? (vv 7-8)  
遇到天使以后，哥尼流做了什么？（7-8 节）

#### **Part 2: God prepares Peter – Acts 10:9-16**

预备彼得的神 — 徒 10: 9-16

1. What do these verses tell us about Peter?  
彼得发生了什么事？
2. What was the problem with Peter eating the animals on the sheet?  
神命令彼得吃大布里的走兽，昆虫和飞鸟，彼得有什么反应？
3. Why did he see the same vision three times?  
为什么同样的异象，连续向彼得出现三次？

#### **Part 3: Peter goes to see Cornelius in Caesarea – Acts 10:17-33**

彼得去凯撒利亚见哥尼流 — 徒 10:17-33

1. Peter senses the three men are from God and invites them to stay the night. (v 23)  
彼得意识到这三个人是神差派来的，就留他们住一宿。（23节）
2. Peter, along with some other believers, goes with the men on the next day. (v 23)  
第二天，彼得和其他弟兄一起，随着三个人去了。（23节）
3. Cornelius worships Peter in error. (vv 25-26)  
哥尼流因失误，跪拜了彼得。（25-26 节）
4. Cornelius and Peter explain their unusual experiences. (vv 28-33)  
哥尼流和彼得分享了个人的异象（28-33 节）。

**Part 4: Peter shares the gospel – Acts 10:34-43**

彼得传讲福音 — 徒 10:34-43

1. Peter explains the new truth he just learned. (vv 34-35)  
彼得释放了自己领受的真理 (34-35 节)
2. Peter shares about Jesus and that only through Him is there forgiveness of sin. (vv 35-43)  
彼得阐明了唯有借着耶稣基督，罪才能得到赦免 (35-43 节)

**Part 5: The Holy Spirit confirms their conversion – Acts 10:44-48**

圣灵证明了他们得救 — 徒 10:44-48

1. The Holy Spirit comes upon them as a testimony to Peter and the others. (vv 44-46)  
圣灵降临在他们身上，因此，彼得和所有的人，领悟了这一切事都出于神。 (44-46 节)
2. Peter determines that these new converts must be baptized. (v 47)  
彼得决定，应该给这些初信者施洗。 (47 节)
3. Peter stays there a few days, presumably to disciple these new believers. (v 48)  
彼得为了使这些初信的人，成为耶稣的门徒，又多住了几天。 (48 节)

## Conclusions

### 结论

1. From Acts 10, what do we learn about cross-cultural missions?  
在使徒行传第 10 章里，有关跨文化宣教，我们学到了什么？
2. From Acts 10, what do we learn about incarnational missions?  
在使徒行传第 10 章里，有关道成肉身的宣教，我们学到了什么？
3. How does this chapter help you better prepare to minister cross-culturally?  
使徒行传第 10 章，对于我们准备跨文化宣教，有什么帮助？

# 11. Lesson 3: The Character of a Missionary – Romans 12:3-21

## 第三课：宣教士的品德 -- 罗 12： 3-21

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Review Romans 12:3-8.

请读罗马书 12:3-21。

In the church we are mutually dependent on each other, all functioning to build up the body of Christ.

在教会里，为了建立基督的身体，我们都成了不同的肢体。

**Part A:** Read verses 9-21. In the left column, write the commands we are to follow. In the right column, write the consequences of not following these commands.

请根据罗 12： 9-12 节，在以下左边的空格，写出我们要顺服的命令，右边空格里，写出不顺服的结果。

		<u>Command to Follow</u>	<u>Consequences If We Fail</u>
		要顺服的命令	不顺服的结果
<i>Example:</i>	v 9	<i>love without hypocrisy</i>	<i>show partiality in relationships</i>
例)	9 节	不虚假的爱	偏爱

**Part B: Read Philippians 2:1-5**

请读腓立比书 2:1-5 节。

1. How does the discussion in Romans 12 compare with chapter 2:1-5 of Paul's letter to the Philippians?

请比较罗马书 12 章和腓立比书 2:1-5 节的内容。

2. How did Peter live out this principle in his interaction with Cornelius in Acts 10?

在徒 10 章里，彼得见到了哥尼流，他如何实践这个命令？

3. Reflect on your own life. Are there any areas where you might be tempted to neglect the teaching of Romans 12:9-21?

回顾自己的生活，是否忽略过罗马书 12:9-21 的教导。

## 12. Lesson 4: The Life of a Missionary – Matthew 8:18-27

### 第四课：宣教士的生活——马太福音 8:18-27

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**Introduction:** Sometimes people view the life of a Christian worker as an exotic adventure where everything works out just as planned. On the contrary, following Jesus, especially in becoming a cross-cultural missionary, can lead to some challenging experiences. In Matthew 8:18-27, Jesus issued a call for people to follow him. Many expressed a willingness to do so, but Jesus' interactions with them tested their commitment and motivation. We need to ask ourselves the same questions today.

#### 序论：

有人认为宣教士的生活，都是按计划进行的，是独特的冒险。跟从主的所有信徒，特别是跨文化宣教士，要超越文化和国界，面对从未经历过的各种挑战。耶稣要众人跟从祂，是为了考验他们有没有献身的意愿和动机。今天，我们也要对自己提出相同的问题。

#### Part 1: The Scribe and Things Familiar – Matthew 8:18-20

##### 文士和舍己 — 太 8: 19-20

1. How does Jesus' response to the scribe cause us to question the scribe's willingness to sacrifice?

耶稣对有意献身跟从祂的文士，有什么反应？

2. What are some of the implications of Jesus' statement beyond just where one might live?

耶稣的回答，超越了对“处所”的概念，它真正的含义是什么？

3. Are there comforts or luxuries in your own life that you might have a hard time giving up if the Lord calls you to serve in a different place?

主呼召的时候，在实际生活中，我们必须放下的安逸和富足是什么？

还有什么放不下的，仍使我们辗转反侧，痛苦忧虑的呢？

#### Part 2: The Disciple and His Family – Matthew 8:21-22

##### 门徒和家庭——马太福音 8: 21-22

1. Was the request of this disciple reasonable?

这个门徒的要求合理吗？

2. Why did Jesus give such a blunt response to the question?

为什么耶稣用这么严厉的口气回答他呢？

3. How could following the call of Jesus impact your family relationships?  
服从耶稣的呼召，会给家庭成员之间的关系，带来什么样的影响？

**Part 3: The Disciples and the Storm – Matthew 8:23-27**  
**门徒和暴风——马太福音 8:23-27**

1. Why were the disciples so surprised by the storm?  
门徒看到暴风，为什么那么惊恐？
2. What did the disciples do that was correct?  
门徒做出的正确行动是什么？
3. Why did Jesus challenge their faith in verse 26?  
在 26 节，耶稣为什么指责门徒？
4. What lesson was Jesus trying to teach the disciples through this experience?  
借着这次的暴风，耶稣想给门徒什么教训？

## 13. Lesson 5: The Work of a Missionary

– 2 Tim 2:1-3; Acts 18:18-27

### 第 5 课 宣教士的事工 — 提摩太后书 2:1-3，使徒行传 18:18-27

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#### Part 1: Paul's Instructions for Timothy – 2 Timothy 2:1-3

保罗为提摩太制定的宣教策略—提后 2:1-3

What is the foundation of Paul's strategy of establishing churches as he travels to unreached locations?

在外邦地区开拓教会时，保罗把策略的基础设在哪里？

#### Part 2: Paul's Training of Aquila and Priscilla – Acts 18:18-27

训练与栽培亚居拉和百基拉的一行 18:18-27

1. What does the Scripture say? Briefly outline what happened in each section.

请简述在以下经节里，所发生的事。

- Paul on the move – v 18  
保罗每到一个地区时，有什么特征？（18 节）
- They arrive in Ephesus – v 19-20  
保罗和他的同工抵达以弗所以后，做了哪些事？（19-20 节）
- Paul visits other locations – vv 22-23  
保罗每访问一个地方，都做了什么？（22-23 节）
- Aquila and Priscilla face a problem, Apollos – vv 24-26  
亚居拉和百基拉接亚波罗来，作了什么？（24-26 节）
- The result of their efforts – vv 27-28  
他们夫妻的事工，结了什么果子？（27-28 节）

#### Part 3: Paul's Strategy in Action

他们夫妻的事工，结了什么果子？（27-28 节）

1. What is the relationship between Paul's instructions in 2 Timothy 2:2 and what he did in Acts 18:18-27?

保罗在提后 2 章里提出的策略，和在徒 18 章里的实际行动，有什么关联？

2. What are some lessons or applications that missionaries might learn from Paul's instructions and actions?

宣教士在服侍的时候，能从保罗身上，学到哪些策略？

3. What is the difference between the work of a local church pastor and the work of a cross-cultural missionary?

教会牧者的事工，与跨文化宣教士的事工，有哪些差异？

## 14. Steps to Becoming a Missions-Sending Church

### 成为宣教之教会的五个阶段

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1. Equip all church members to serve the church by utilizing their spiritual gifts (Ephesians 4:11-12). Engaging members in service in the church is the first step in identifying potential missionaries.

请装备教会的每个信徒，能使用恩赐，服侍教会。服侍教会，就是发掘有潜在能力之宣教士的第一阶段。

2. Prepare the church by actively becoming an Acts 1:8 church, with a plan to do cross-cultural ministry at all four levels as challenged by Scripture.

徒 1:8 对跨文化宣教，提出了四个阶段的挑战，教会也要以此为目标，积极做好准备。（四个阶段——耶路撒冷、犹太、撒玛利亚、地极）

3. Establish a decision-making group that will develop a thorough knowledge of missions and work with the church to develop a plan of action to involve all aspects of missions-sending as the Lord provides the opportunity.

在教会里，首先要设立实际能带动宣教的委员会，使宣教的教导更丰盛，更提升，并且，教会要和委员会一起，制定实际可行的宣教计划，好在神愿意的时候，教会所有的事工，都能集中在宣教。

4. Involve the entire church in the implementation of the plan, from the youngest children to the senior adults. The entire church can be involved.

教会决定的宣教事工，无论年龄大小，都务必全面动员，积极参与。

5. Develop a plan for missions involvement that includes each element below:

制定一套宣教参与方案，要包含以下几个要素。

- Pray for specific lost people in the community and around the world.  
选定未得福音之族群或地区，开始具体祷告。
- Provide opportunities for cross-cultural ministry, locally and beyond, to the extent possible.  
不论是国内宣教或国外短宣，都提供信徒，参与跨文化宣教的机会。
- Develop a plan to raise funds for missions endeavors.  
为实际采取行动，须积极开发宣教基金。

- Use the experience and expertise of a missions-sending agency or missions-sending committee of the convention, especially in terms of prayer promotion.

要使用宣教专门机构，和其他教会宣教委员会的经验和专业知识，特别要采用“动员祷告”这个宝贵经验。

- Work closely with a missions-sending agency that can provide expertise in missionary assessment. Empower a small review team to assess the readiness of missionary candidates. This group will maintain the confidentiality of the missionary candidates but ensure there has been a thorough assessment for the benefit of not only the church, but also the candidates and the field.

教会要与具备评价宣教士资质的专业宣教团体合作。为了确认宣教士的准备状况，教会需要组织“小规模评价委员会”，赋予他们一定的权限。这个委员会也必须保护宣教士志愿者的隐私，而且，不只为了教会，还有宣教士志愿者，及宣教现场的益处，务必进行正确的评价。

- When your church prepares to send long-term missionaries, develop a plan for their continued encouragement and support while they are away. This plan may include regular communications with church representatives, occasional visits and cooperating mission trips, and providing encouragement and assistance for family members, such as aging parents, not moving with them to the mission field.

差派长期宣教士的时候，须具体定好方案，在宣教士的事工期限之内，务必提供长期的各种支援，除了包含与教会领导的定期沟通，及不定时的禾场访问，与短宣队的同工等，也包括给国内的家人（如，父母）提供需要的关怀。

## 15. Funding Missions

### 支援宣教的资金来源

#### Developing a Plan 筹集宣教资金的计划

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#### Major Topics to Consider

##### 主要考虑事项

#### 1. Recognize our dependence on God.

全心全意信靠神

- Gifted for a purpose (Ephesians 4:11-12)  
弗 4: 11: 按神的目的，赐下的恩赐
- Created for good works (Ephesians 2:10)  
弗 2:10, 在基督里，为行善被造。
- God causes all growth (1 Corinthians 3:4-9)  
林前 3:4-9, 让我们生长的神。

#### 2. Embed missions into the vision of the local church, regardless of church size.

把宣教置于教会的异象之中，这与教会的规模无关紧要。

- Missions is a ministry of the local church (Acts 1:8).  
宣教是教会的事工（徒 1: 8）
- Missions is part of the local church DNA, sending and supporting (Romans 10:13-15, Acts 13:1-3)  
以差遣和支援宣教士，为“基因”的教会（罗 10: 13-15，徒 13: 1-3）

#### 3. Keep missions closely connected with the local church leaders such as pastors and with church members.

为宣教事工，宣教士要与差派教会的领袖和信徒，保持紧密的关系。

- Promote prayer and giving together; they are each an important side of the same coin. We are to support the Lord's work (Matthew 6:20-21).  
推展宣教祷告和筹集资金，就像硬币的两面，我们藉着积攒财宝在天上，完成主的事工。（太 6:20-21）
- Pastor must take the lead in missions as he does in other pastoral duties, such as preaching and ministry to church members, equipping the saints for ministry (Ephesians 4:12).  
牧者领导宣教的责任，就像负责讲道，牧养，门徒训练等，同样重要。（弗 4: 12）

- Each individual member can accept the responsibility for missions in four distinct ways: (a) prayer, (b) giving systematically, (c) connecting with a missionary for prayer and encouragement, (d) committing one's children to the Lord's service (essentially investing in the next generation). *The missionary must build a personal connection with these supporters.*

教会的所有信徒，都可以通过以下 4 种方式，参与宣教事工：(a) 祷告 (b) 定期服侍 (c) 为宣教士代祷及支援 (d) 养育子女，为主服侍（为下一代信仰的投资）。宣教士须要与支援宣教的信徒，建立良好关系

#### 4. Build a financial plan toward sustainability.

制定有持续性的财务计划。

- The missionary is worth his wages and needs to have a measure of dependable income in order to focus on his/her work (1 Timothy 5:18).

宣教士，是透过支援宣教的资金服侍神的，为了使他们能更集中宣教，资金必须稳定，有延续性。（提前 5：18）

- Missionaries must have thankful hearts (Philippians 4:10-20).

无论在任何环境里，宣教士都要靠主知足感恩。（腓 4:10-20）

- Paul earned income for a time (Acts 18:3-4).

保罗曾经以制造帐篷为业，参与宣教。（徒 18：3-4）-（带职宣教）

- Develop a plan to cover costs over time (Luke 14:28-30).

就像建造房子以前，必须先有建筑预算，而且在工程进行中，会随时产生额外费用一样

- Consider all the costs of doing missions.

宣教事工的所有经费，也必须在事前做好准备。（路 14:28-30）

#### 5. Commit to transparency and accountability.

公开透明，有责任感

- Be trustworthy. 可靠性
- Be transparent. 公开透明
- Accept a system of accountability. “相互责任”制度的建立及实践

#### 6. Diversify by developing multiple funding strategies and sources.

积极计划资金策略，开发多种支援：比如教会、个人、机构。

- Special offerings – Convention-/association-wide (possibly annual. Requires trust between the church and convention).

在教派/机构的总会里，每年定期支援的特别奉献。（需要教会和教派/机构之间的信任关系）

- Cooperative giving – Church budgets contribute to a fund for missions.

合力奉献一把教会奉献的一部分，定为宣教基金，使之成为共同资金。

- **Missionary adoption** – A commitment to contribute financially on a regular basis, most likely monthly or every pay period.

选择需要支援的宣教士，不论金额大小，重在按时资助（大多是按月，或是在规定的时间支援）。

- **Project funding raised from individuals and the church** – Goes beyond missionary support to a time-defined ministry endeavor, such as an evangelism push, a Scripture plan, or a pastor-training event.

个人或教会所奉献的特别基金，除了支援宣教士外，也可以使用在传播福音，赠送圣经，栽培训练牧者等，特别事工上。

- **Missionary-earned income via local employment** – Getting a job in the host cultural setting that will provide income, a visa, and access to the target population.

在宣教地区就业---有助于实际收入，解决签证问题• 在宣教地区就业---有助于实际收入，解决签证问题，与当地人建立良好关系。

- **Missionary-led business** – Could also provide income, a visa, and access to the target population.

在宣教地区创业---有助于实际收入，解决签证问题，与当地人建立良好关系。

## 16. Cautions Regarding Outside Funding

### 有关外来支援的留意事项

The Implications of Money and Missions  
资金与宣教的浓缩意义，连带关系

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1. The goal is indigenous, multiplying churches that do not depend on outside assistance.
  - Mutual relationships are positive, and we can get help from each other from time to time.
  - Relationships should not remain dependent for the long term.

我们应该积极地建立，不依靠外来资金之健康的教会（即，能持续成长，而且有倍增能力的教会）

- “相互对等”的合作关系，是值得提倡的，彼此帮助，是客观合理的。
- 长期依靠外来支援的心态，是不可取的，须忌讳的。

2. Long-term leadership should be indigenous, with the goal to raise up leadership from the local body of believers.
  - Modern movements of the gospel are carried on the back of local champions and not outsiders, even if the movement was begun by an outsider.

选出领袖，必须在当地教会的信徒当中。

- 近代的福音复兴运动，不是借着外地人，而是当地信徒兴起的。

3. Methods and strategies must be reproducible in the local context. Outside funding can violate this principle.
  - The missionary must use methodology, including pastor training and preparation, that can be reproduced in the long term in that setting, avoiding the temptation to become essential for the work.
  - There is an increased possibility that corruption, dissention, and lack of endeavor can set in if outside dollars are available.
  - Example: building a local church building in rural India using only local materials.
  - Example: training village pastors in the manner from which they will learn most and remain engaged in local ministry.

宣教的方法和策略，要在宣教现场能持续沿用，依靠外来资金的宣教策略，是不会长久的。

- 宣教士在制定宣教策略时，要放下“以自我为中心”的欲望，配合当地环境条件，制定能持续而且活用的宣教策略，即使长期没有外来支援，也能开展包括牧者/领袖栽培和训练在内的事工。
- 外来支援的流入，容易出现腐败和矛盾。
- 例）印度地区在建堂时，只使用了当地的建材，进行施工。
- 例）针对农村地区的牧者，配合当地的需要，进行适当的培训。

4. Outside influences and funding should be limited to these:
  - Sharing the gospel and teaching believers to do the same
  - Discipling new believers and teaching them to do the same
  - Starting multiplying churches and teaching them to do the same
  - Training local church leadership and teaching them to do the same (Acts 14:23, Acts 20:16-17)
  - Training them to accept their part in the Great Commission
  - Establishing patterns that can be sustainable and reproducible

外来的影响力，和支援的使用，要局限于以下所述的几个条件。

- 在分享福音后，教导信徒，也能传福音
- 对初信者进行门徒训练，教导他们，也能训练其他人
- 开拓有倍增能力的教会，教导他们，也能做开拓的事工
- 培训教会的领袖，教导他们，也能做培训的事工
- 训练他们都能领受大使命
- 建立有持续性，倍增能力的教会模型

5. Outside funding is rarely sustainable.
  - Could lead to inconsistent funding sources
  - Could lead to misperceptions of superiority/inferiority

外来支援的持续性非常薄弱。

- 外来支援可能没有一贯性
- 很可能造成“主从关系”上的矛盾

6. We must encourage all believers to support the church and missions to the extent they are able financially, as well as in prayer and encouragement.
  - Relates better in the local context, prevents the possibility of locals thinking Christianity is only for foreigners.
  - Example: Rice offering in India
  - Example: The faith of a missionary (Mark 6:33-44 [in notebook]); recognizes that all resources are from the Father.

我们要挑战信徒，除了祷告，安慰宣教士外，还要在经济上支援教会和宣教。

- 为避免基督教被误认为是西方的宗教，必须在了解当地语言和风俗的基础上，传福音。
- 例）印度的大米奉献
- 例）宣教士的信心，相信一切资源都出于神。（可 6：35-44）

## 17. Missionary Care<sup>1</sup>

### 关怀照顾宣教士

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#### 1. Introduction 序论

- **Greatest resource: Holy Spirit**  
最佳资源：圣灵
- **Missionary force**  
宣教士
- **Senders**  
差派的机构/教会
- **Member care: the ongoing investment of resources by missions agencies, churches, and other organizations in the nurture and development of missionary personnel.**  
关怀照顾宣教士的部门：意指宣教机构、教会及其他团体，为栽培和养育宣教士，持续投入支援。

#### 2. Biblical basis 圣经的根据

- **Jesus**  
耶稣的模范
  - He “called” (selected/screened) his disciples (Matthew 4:18-22).  
耶稣呼召（拣选、确认）门徒（太 4：18-22）
  - He “appointed” or “chose” twelve (Mark 3:13-19, Luke 6:13-16).  
耶稣拣选并任命 12 个门徒（可 3：13-19，路 6：13-16）
  - He wanted them to “be with him” and that “he might send them out ...” (Mark 3:13-19).  
耶稣叫门徒和祂在一起，要亲自差遣他们（可 3：13-19）
  - He gave authority (Matthew 10:1, Mark 6:7, Luke 9:1).  
耶稣差遣门徒的时候，赋予他们“权柄”（太 10:1，可 6:7，路 9:1）
  - He gave instructions about strategy (Matthew 10:5-42, Mark 6:8-11, Luke 9:1-5).  
耶稣指示他们宣教策略（太 10：5-42，可 6：8-11，路 9：1-5）
  - He sent the 12 out (Matthew 10:5, Mark 6:7, Luke 9:2).  
耶稣差遣了十二个门徒（太 10:5，可 6:7，路 9:2）
  - He debriefed (Mark 6:30, Luke 9:10).  
门徒回来汇报，耶稣为他们评价并确认。（可 6：30，路 9：10）

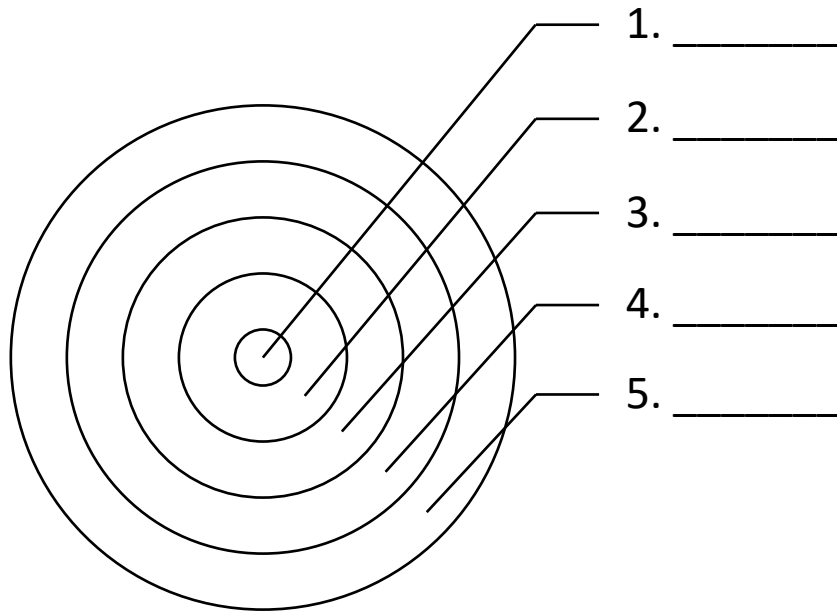
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<sup>1</sup> Materials in this study are adapted from *Missionary Member Care: An Introduction*, by Ronald L. Koteskey, which is available as a free pdf at <http://www.missionarycare.com/>.

- He gave them rest (Mark 6:31-32, Luke 9:10).  
耶稣让门徒歇息。（可 6: 31，路 9: 10）
- He sent them to the nations (Matthew 28:16-20, Acts 1:6-9).  
耶稣差遣门徒到万邦（太 28: 16-20，徒 1: 6-9）
- The church in Acts  
初代教会的模范（使徒行传）
  - Saul and Barnabas sent out from Antioch (Acts 13: 1-3), returned, reported, and were encouraged (Acts 14: 26-28).  
安提阿教会差派的扫罗和巴拿巴（徒 13: 1-3），回到教会，汇报了宣教事工，得到称赞和激励。（徒 14:26-28）
  - Barnabas and Paul split due to teaming issues (Acts 15: 36-41).  
保罗和巴拿巴因意见不合而分开。（徒 15: 36-41）
  - Paul suffered much on his journeys. List some hardships that Paul suffered as a missionary (2 Corinthians 11:23-28).  
保罗在宣教旅途中，几经波折，请写下其中的几个。（林后 11:23-28）
  - The church provided help through
    - Timothy (2 Timothy 4:9, Philippians 2:19-24)  
提摩太（提后 4: 9，腓 2:19-24）
    - Stephanas (1 Corinthians 16:15-18)  
司提反（林前 16: 15-18）
    - Titus (2 Corinthians 7:5-7)  
提多（林后 7:5-7）
    - Epaphroditus (Philippians 2:25-17)  
以巴弗提（腓 2:5-17）
    - Mark (2 Timothy 4:11)  
马可（提后 4:11）
  - Paul recognized his need for missionary member care, felt free to request it from people he knew and trusted, accepted it graciously when it was provided, and thanked both those who came to meet his need and those who made it possible for a member care visit.  
保罗因为实际体验了“关怀照顾”的重要性，因此，他不但请求周围可信任的人，为他提供帮助，而且以感激的心，领受他们的供给。特别感谢那些为补充他不足，到现场探望他的人，以及差派他们的教会。

Types of Missionary Care:

关怀照顾宣教士的类型：



## Activity

### 实际讨论

1. What does a cross-cultural missionary family need to survive and thrive on the field?  
List all the needs of the missionary family (spiritual, emotional, physical, community, financial, etc.).

跨文化宣教士的家庭，在宣教地，为了维持健康的生活，须要些什么？请列举他们的需求。（属灵上，情感上，生活上，经济上，团队里等）

2. Who is the best partner to provide these needs?

Place each need under the heading you think should provide these needs:

能提供这些需求的最佳同工，应该谁？

在下列图表里，所提示的机构当中，你认为哪个支援机构，最能填补宣教士家庭的需要，请写在空格里。

CHURCH 教会	AGENCY 宣教机构	FIELD TEAM 现场团队	MISSIONARY 宣教士本人	OTHER 其他

### 3. Missionary Care: When?

什么时候须要关怀照顾宣教士？

- **Pre-field preparation**  
进入宣教现场之前

- **On the field**  
在宣教现场

- **Returning home**  
回国以后

### 4. Missionary Care: How?

怎样关怀照顾宣教士？

- **Develop a plan**  
制定关怀照顾宣教士的计划
- **Clarify responsibilities in a covenant agreement**  
在协议书中，明示各支援机构之间的相互责任

### 5. Barriers: 须面对的问题

- 
- 
- 

### 6. Keys to Success: 成功的关键

- 
- 
-

## 18. Five Components of Missionary Assessment 宣教士之选拔和评价的五大要素

*Sending the Right People  
to the Right Place  
at the Right Time*

适当的人选  
适宜的时期  
合适的地点

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### Component 1: Christian and Church Identity

#### 要素 1: 信徒与教会的本质

**Who we are to BE, what we are to KNOW, and what we are to DO**

要具备的是什么？要明白的是什么？要做的是什么？

#### 1. **Who we are to BE:** Living out our testimony of inner Christian character

要具备的是什么：在生活中，见证耶稣基督的性情。

- Although missionaries are not pastor, their lives should demonstrate the leadership characteristics outlined in 1 Timothy 3:1-13 and Titus 1:5-9, recognizing that women may serve as missionaries, although not in the pastor/overseer role in the local church.

宣教士的生活，应该具备保罗在提前 3: 1-13，多 1: 5-9 所教导的，有关牧师的特质，也就是领袖的特质。女性虽然不是教会的牧师或监督，但，她们也能以宣教士的身份服侍。

- Be recognized as one of high character, well-known in the local church, and affirmed for missionary service.

在所属的教会，被认可具备优秀人品和宣教士资质的人。

- Be known as one having healthy relationships with others, both inside and outside the church.

在教会里外，被确实评价为有健全关系的人。

- Their lives should be a testimony of being transformed by the Holy Spirit (Romans 12:1-2) allowing God to impact every aspect of their being.

被公认借着圣灵，生命已得改变，为了在生活的各个领域里，被神掌管，将自己完全委托给神的人。（罗 12:1-2）

#### 2. **What we are to KNOW:** Biblical understanding and knowledge

要明白的是什么：明白圣经，具备圣经知识

- Do they study the Word of God on a regular basis?

是否定期学习圣经？

- Do they have a clear, Biblical understanding of believer's baptism and the Lord's Supper?  
是否正确明白，圣经对洗礼和圣餐的教导？
- Do they have a clear and sound understanding of the Trinity; God as Father, Son, and Holy Spirit?  
是否清楚知道圣父、圣子和圣灵，三位一体神？
- Do they have a solid understanding of basic biblical doctrines such as doctrines of God, sin, salvation and the church as taught by the local churches and affirmed by the larger body of Christ, such as your sending body?  
是否确实明白，差派教会或宣教团队教导的圣经教义（神、罪、救恩、教会等）？
- Do they understand, affirm and practice the specific biblical teachings that align them with churches that are sending them? (This COULD include spiritual gifts and use of tongues, use of alcohol and tobacco, eternal security of a believer, marriage and divorce, modesty and dress, etc.)  
差派之教会或团队的圣经教导，都能了解、同意和实践吗？  
这也包含属灵恩赐、方言、因信称义、结婚和离婚、外表端庄、烟酒问题等。

### 3. **What we are to DO:** Clear Christian testimony

**要做的是什么：**有清楚的信仰见证

- Have they followed in obedience the Lord's command for believer's baptism?  
是否顺服主的命令受洗了？
- Do they participate in the Lord's Supper in a regular, culturally appropriate manner?  
是否定期领受圣餐？
- Do they practice and understand the obedience of sharing the gospel and discipling new believers in the context of the local church?  
是否为教会献身，参与传福音，服侍初信者和栽培门徒？
- Can they use Scripture to explain their own salvation?  
为见证自己已经得救，能提出圣经的根据吗？

- Are they active members of a local body of believers using their spiritual gifts in a way that demonstrates their belonging, commitment, and involvement in the life and ministries of the local church?

是否积极参加所属教会，或其他团体的活动？是否在生活和服侍上，使用属灵恩赐？

- Do they exhibit a life of consistent spiritual disciplines, such as a devotional life, prayer life, and involvement in both the local Christian community via the local church and engaging the lost with the gospel?

是否在默想圣经、祷告生活上，有不间断的训练？是否参与教会的福音事工，传福音给失丧的灵魂？

- Can they explain to others what they have studied and read in the Scriptures, heard from God in their devotional lives, and seen as God acts in the world around them?

是否能把默想的话语，分享给别人？从他们的委身里，能否看到透过环境工作的神？

- Have they demonstrated the ability to work constructively in a team environment?

在团队服侍中，是否和其他肢体积极配搭？

- Do they give generously and handle their finances in a way that reflects their professed faith?

是否甘心乐意地奉献，按照圣经的教导，管理财务，好显出完全的信心？

## 19. Component 2: Confirming the Missionary Call

### 要素 2: 确认神的呼召

1. Overview: The call of God should be evident in the life of every believer, but that does not mean that every believer is called to leave their family and home to be a cross-cultural missionary. Therefore, the calling to serve as a cross-cultural missionary should be carefully assessed.

概观：神呼召所有的信徒成为宣教士，但，这并不意味着所有的信徒，都必须离开本地、本族和父家，成为跨文化的宣教士。有关跨文化和跨国境的呼召，必须慎重地被确认，被评价。

2. Every believer has calling in the following basic categories:

每个信徒都有以下基本的呼召。

- Call to salvation: responding to the Lord's expression of grace in faith and repentance.  
得救的呼召：凭相信和悔改，回应主的救赎
- Call to mission: essentially called to be a disciple of Christ and a disciple maker.  
门徒的呼召：成为门徒的呼召，以及栽培门徒的呼召
- Call to station: various stations of life require us to serve the Lord in terms of the realities of everyday life, such as being a parent, or maybe even being married or single.  
生活上的呼召：在各自生活中，以不同的角色（父母、夫妇、单身等）服侍主。
- Call to service: God has gifted each believer with gifts to serve the local body of believers – the local church. These gifts are not all the same, but one should know one's spiritual gifts and use those gifts in the service to the local church.

服侍教会的呼召：要晓得神赐给每个信徒不同的属灵恩赐，服侍所属的教会。

3. Church and mission leaders should help all candidates work through their calling in order to help assess the specific calling of the Lord in his or her life at this time. This includes the following:

教会和宣教团体的领袖，要帮助跨文化宣教士志愿者，具体确认，并且评价他们的呼召。请察看以下的几个参考事项：

- Calling to salvation in Jesus Christ (Romans 3:23, Romans 6:23, John 3:16-17, John 1:12), confirming they have responded in faith and repentance.

在耶稣基督里得救的呼召，可以确认他已经凭信心和悔改回应神了。（罗 3:23, 6:23, 约 3:16-17, 1:12）

- Called to the ministry of reconciliation, leading others to Christ (2 Corinthians 5:17-19).

传福音的呼召：引导他人归向基督

- Called to service in the local church (Romans 12:4, Romans 12:6-8, 1 Corinthians 12:4-6, 1 Corinthians 12:27-31).

服侍教会的呼召（罗 12:4，12:6-8，林前 12:4-6，12:27-31）

- Called to cross-cultural missions (Ephesians 4:11-12), answering the question of “Who is a Missionary?”

跨文化宣教的呼召（弗 4：11-12）：回应“谁是宣教士”？

- Called to take the gospel to the unreached, leaving home culture and family to cross cultural barriers for the sake of the gospel (Romans 10:11-15, John 20:21, Acts 1:8).

离开本地、本族、父家，跨越文化的障碍，向未得之民传福音的呼召（罗 10:11-15，约 20:21，徒 1:8）

- Affirmed by the local church (Romans 10:11-15, Acts 13:1-3).

所属教会的确认（罗 10：11-15，徒 13：1-3）

- Husband and wife together and in harmony with the expression of their calling (Ephesians 5:21-33).

夫妇必须在呼召上同心（弗 5：21-33）

## 20. Component 3: Missionary Competencies and Qualifications

### 要素 3: 宣教士的能力和资格

1. Are applicants actively engaged in ministry where they live?
  - Using their spiritual gifts in serving through the local church
  - Serving in the community
  - Demonstrated ability to initiate and lead new groups
  - Active in discipling new and other believers

志愿者必须在所属教会，积极参与服侍。

懂得使用属灵恩赐，服侍教会和社会，有能力组织和引导新的小组，而且，积极栽培初信的人，热心养育其他肢体。

2. Are applicants regular, verbal witnesses of the gospel to lost persons?

宣教士志愿者定期传福音吗？

3. Have they demonstrated the ability to lead a lost person to faith in Jesus?

宣教士志愿者有能力引导失丧的灵魂，来到耶稣跟前吗？

4. Do they share their faith on a regular basis?

宣教士志愿者常与其他人，分享信仰和信心吗？

5. Have they demonstrated the ability to persevere through the difficult times they will encounter on the mission field as they embrace another culture and learn a new language?

宣教士志愿者接受不同文化的能力如何？对新语言的学习，有没有负担？面对新的宣教地区，他有忍耐，克服困难的能力吗？

6. Have they demonstrated the skills necessary to do the specific missionary assignment required on the field of service, such as teaching, discipling, training pastors, theological education, etc.?

宣教士志愿者在课程教导，门徒训练，牧者（领袖）培训，神学教育等方面，都具备知识和能力吗？

7. Who will determine which specific field jobs to fill and how assignments will be made?  
Will field strategy impact these decisions?

在宣教现场，具体的事工内容，和宣教士的安排，由谁负责？在决定的过程当中，宣教现场的领导，能发挥影响力吗？

8. Have their credentials been evaluated regarding specific competencies and qualifications for the assignment such as an expertise in medicine, theology, education, engineering, etc.? How will the applicant be assessed for competency in these areas?

宣教士志愿者在医学，神学，教育，工学等，特殊领域的专业知识上，能力如何呢？

9. Do they have the credentials required to obtain a visa to live in the country where God has called them?

为申请签证，能提出被认可的证明文件吗？

## 21. Component 4: Health and Wellness

### 要素 4：健康状态

Adequately assessing missionaries for wellness results in a wise stewardship of funds and workers.

仔细检查志愿者的健康状态，利于日后有效地支援宣教士，正确地使用宣教基金。

1. Physical health helps determine how well a family will adapt to the mission field and fulfill their assignment (2 Timothy 4:20, 2 Corinthians 12:7-10).

宣教士志愿者的健康状态，与他们家庭在宣教地的适应程度，以及宣教事工的完成与否，都有直接的关联。（提后 4：20，林前 12：7-10）

2. Some possible disqualifiers:

不符合宣教士的条件：

- Type 1 diabetes 糖尿病一型
- Bipolar disorder Type 1 躁郁症一型
- Organ transplant (except corneal transplant) 器官移植（角膜移植除外）
- Multiple sclerosis 多发性硬化症
- Chronic renal failure 慢性肾功能疾病
- Ulcerative colitis 溃疡性肠炎
- Autism spectrum disorder 自闭症
- Significant development delay (usually includes Down's syndrome)  
严重智能障碍（包含康氏综合症）
- HIV/AIDS 人类免疫缺陷病毒（HIV）艾滋病
- History of malignancy/cancer within the past five years  
五年以内，有恶性肿瘤病史（癌症病史）

3. Physical limitations that can impact job placement, such as back conditions, asthma, and allergies.

腰痛、哮喘、过敏等健康问题，会影响宣教地的安排。

4. Emotional and psychological health are equally important in missionary assessment. We have three capacities – mind, will, and emotions – that can be infected with lies and sin and hinder our effectiveness (John 8:32). Cross-cultural stress can reveal and worsen these inner illnesses. Therefore, it is important to screen for inner health.

情绪和心理状态健康与否，对跨文化宣教士，也非常重要。我们的心理、意志和情感，容易被虚伪诈骗，因罪恶蒙蔽，妨害宣教。（约 8：32）跨文化的冲击，容易带来内在的疾病，有时甚至加深病状，因此，多留意心理健康，至关重要。

- Examples of inner illness: 心理疾病如下：
- Depression 抑郁症
  - Anxiety 焦虑症
  - Impact of abuse 被虐待的后遗症

- Eating disorders 厌食症
- Trauma from past, recurrent, or ongoing experiences 创伤后遗症
- Same-sex attraction 同性恋

## 5. Other effects of lies not related to emotional or psychological illness: (1 Timothy 3:2-9, Galatians 5:19-21)

与情绪或心理疾病无关的恶习（提前 3：2-9，加 5：19-21）

- Alcoholism 酒精中毒
- Tobacco use 吸烟
- Drug use 吸毒或药物中毒
- Pornography 色情成瘾
- Inappropriate sexual behavior 不正常的性行为

## 6. Marriage wellness

健康的夫妻关系

- Applicants confirm that Christ is the foundation of their marriage. Applicants give evidence of healthy marital communication (Ephesians 5:21-33).

确认宣教士志愿者的婚姻生活，是不是在耶稣基督里，缔结的合法关系？夫妻之间，如何进行健康的对话和沟通？（弗 5:21-33）

- Applicants have been married for at least one year prior to final clearance.

在接受最后评审阶段时，宣教士志愿者必须结婚满一年以上。

- Applicants give affirmation they are meeting each other's physical (including sexual) and emotional needs (1 Corinthians 7:5).

宣教士志愿者，有否满足配偶的性生活，以及情绪上的需求。（林前 7：5）

- Applicants each give evidence of being united in the call to serve as missionaries.

请提供夫妻同蒙呼召的证据。

## 7. Single identity

单身志愿者

- Applicant gives evidence of having a healthy understanding of singleness.

对单身服侍者的本质，请具体说明全面的理解。

- While possibly open to marriage within God's timing, the applicant is going to the mission field to fully serve the Lord as a kingdom worker, not to find a spouse.

确信一切都在神的计划中，把婚姻委托给神，始终以神仆人的身份，全心服侍神。

- Applicant gives evidence of having worked through any past painful periods as a single (1 Corinthians 7:8-9, 32-35).

作为单身宣教士，要能说明对单身的正确理解。（林前 7:8-9，32-35）

## 8. Children's developmental and educational assessments

对养育和教育子女的评价

- Are children on schedule regarding their development for their age or grade level?  
宣教士志愿者的子女，必须在相应年龄的学习过程中。

- Are the children struggling in their home culture?  
宣教士志愿者的子女，在自己的国家，有没有不能适应的部分？

- How will children learn the written language of their mother tongue on the field? Is this important?

在宣教地区，准备如何教导子女母语？认为这个问题重要吗？

- How will children obtain and maintain an understanding of their passport country's culture?

准备如何教导子女有关本国的文化？

## 22. Component 5: Practical Preparation

### 要素 5：实际的准备事项

#### 1. How will the missionary be supported (1 Timothy 5:18)?

如何支援宣教士？（提前 5:18）

- Full support by home church or sending agency?  
差派的教会或宣教团体，全额奉献吗？
- Missionary to raise support from various sources?  
宣教士亲自筹集宣教奉献吗？
- Missionary to find local employment for access and support purposes?  
在宣教地带职宣教吗？
- Combination of these options?  
以上 3 种方式，都使用吗？

#### 2. Does the age of the applicant impact their potential assignment?

志愿者的年龄是否影响差派？

- Language learning                      学习语言
- Physical demands of the job   体力上的要求

#### 3. What is the missionary's current financial situation regarding debt, personal responsibilities, and family obligations?

宣教士有什么残留的经济问题吗？

#### 4. Are there any personal or family obligations that must be considered, such as caring for aging parents or management of a business?

宣教士有什么残留的经济问题吗？对抚养父母，或经营的事业等，需要负起责任吗？

#### 5. Citizenship or visa issues

永久居留权或签证的问题

- Can the missionary candidate get a passport?  
志愿者能顺利申请护照吗？

- Do they have the necessary documents to leave the country and get a visa in the desired location?  
备全了出国时需要的资料吗？申请宣教地的签证时，会有难处吗？
- Do they have a criminal record that could impact their ability to go as missionaries?  
Can they provide a criminal background check?  
有妨碍申请签证的犯罪记录吗？

6. Have the children been adequately assessed for this assignment?

有充分关照并考虑志愿者子女的问题吗？

- Does the age of the applicants' children impact their potential assignment?  
子女的年龄对差派有影响吗？
- Are there any developmental or educational needs that must be addressed on the field?  
关于养育子女，或是教育所需等，在宣教地，有必须解决的事项吗？
- What educational options are available?  
可以选择哪些教育方法？
  - Public school?            公立学校
  - Private school?        私立学校
  - Home school?        居家教育
  - How will these expenses be covered?                      怎么筹划教育经费？
  - What cultural adaption issues should be considered for older children?  
对于比较难适应其他文化的青少年子女，应该考虑的是什么？
  - What is the spiritual condition of the children?        子女的属灵状态如何？
  - Have the children been involved in the family discussion about moving to another country?  
关于“移居海外”，和子女充分讨论了吗？
  - Have you considered how the children will develop proficiency in their mother tongue?  
对开发子女的母语能力，有苦恼过吗？
  - Have you considered where the children might attend college and how you will prepare them?  
考虑过子女要报考的大学吗？如何提前做准备？

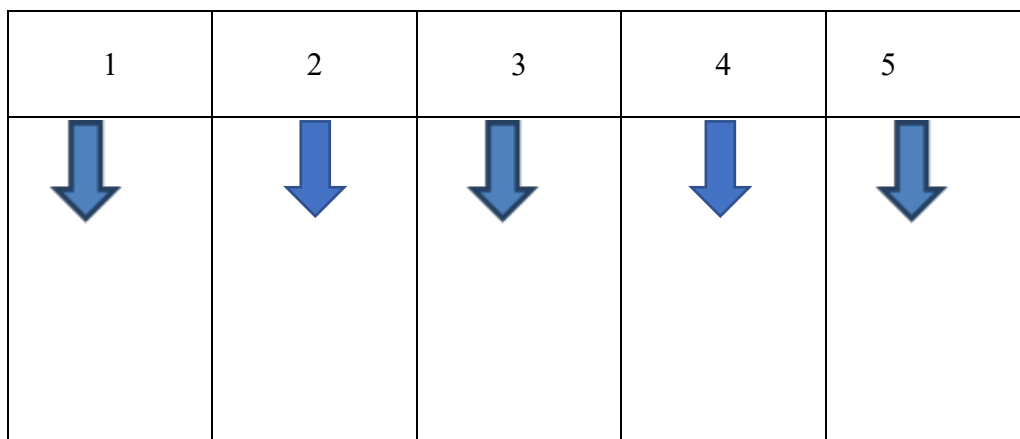
## 23. Summary: Developing an Individualized Process 宣教士的个别选拔过程

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Sending the **Right People** to the **Right Place** at the **Right Time** requires that the missionary assessment process be completed over time, considering all five components of missionary candidate readiness (Luke 14:31-32). Utilizing the four phases of interaction with the missionary candidate family will significantly improve the assessment experience.

为了选拔适当的人选，配合适宜的时期，选择合适的宣教地，我们不但需要慎重考虑，前面讨论过的 5 个要素（路 14: 31-32），而且要使用更充裕的时间，作正确的评价和适当的调节。以下有关宣教士选拔过程的 4 个阶段，对理解宣教志愿者固然重要，对整个家庭的呼召，还有，对诸般事项的了解，都能起到很大的作用。

- |                                       |           |
|---------------------------------------|-----------|
| 1. Exploration – Basic information    | 调查 – 基本信息 |
| 2. Application – In-depth information | 申请 – 细节信息 |
| 3. Job match and approval             | 事工安排及批准   |
| 4. Final preparation and sending      | 最终准备及差派   |



We cannot expect missionary candidates to be perfect, but we should see them growing in their walk with the Lord and seeking to allow Him to impact every aspect of their lives. A good measure of their spiritual strength is how they respond to honest, Christ-centered accountability, advice, and correction. These responses can gauge their readiness for the stresses of the cross-cultural mission field.

虽然我们不能要求宣教志愿者十全十美，但是他必须表现出与主同行，在全方位的生活领域里，完全委托神，在生命中成长，接受神的掌管。宣教士的属灵能力，就是考察他们与他人的关系，是否凡事正直，有否建立“以神为中心”的相互责任感，以及对接受教导和责备的态度。因为这可以确认，他们是否做好妥善的准备，好面对在跨文化宣教现场造成的，精神和身体上的冲击和压力。

## 有关宣教士隐私问题的理解和心态

- 为了在长时间里，建立彼此信任的关系，成为可信任的对象，有关隐私问题的保密原则，是绝对需要遵守的。

- 在双方沟通时，共识和同感是不能少的，替代批评和判断的，是理解和体会的心态。

- 一定要使用多方面的信息。

- 考虑所有信息，透过祷告，定出结论。

为了选拔宣教士，要如何收集个人信息？

### 谁负责收集信息？

## 如何保护个人信息？

## 24. The Interview Process: How to Go Deeper

### 面试：深层面试

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#### 1. Spiritual life 属灵的生活

- **Salvation experience 重生的经历**
  - Briefly tell me about your salvation experience, including your life before Christ and your baptism experience.  
请简单扼要地说明重生以前的生活，以及包括浸礼（洗礼）在内的得救经历。
  - Tell me about your discipleship experience and name some people who have influenced your spiritual growth.  
请分享在属灵成长过程中，对你最有影响力的人，以及你的门徒训练经验。
- **Personal devotional life 个人的灵性生活**
  - What spiritual disciplines do you currently practice?  
如何使自己的灵命不断成长？
  - Considering that you (and your family) may be the only believer(s) in your new city, how will you continue to grow spiritually on your own?  
如果在宣教现场，你（或你的家庭）是唯一的基督徒（家庭），如何使你的灵命持续成长？
  - How do you include praying for the lost in your prayer life?  
你如何为失丧的灵魂代祷，请分享你的祷告生活。
- **Spiritual gifts 属灵恩赐**
  - What are your spiritual gifts? How have they been confirmed by other believers?  
你的属灵恩赐是什么？这些恩赐，是如何得到教会和信徒确认的？
  - How are you currently using them to edify your local church body?  
在所属的教会里，如何使用这些恩赐，帮助肢体成长？
  - Who are you currently discipling/mentoring?  
目前，有栽培门徒吗？有成为属灵的导师吗？

#### 2. Life experience issues 生活上的经历

- **Identify and explore the impact of traumatic or abusive experiences during childhood and adolescence.**  
确认在童年时期，是否有精神上的冲击，或被虐待的创伤等，造成的影响？
  - Have you experienced the loss of a close family member?  
有失去亲人的经验吗？
  - How did you work through the grief?

如何克服失去亲人的悲痛？

- Were you ever physically or sexually abused growing up?

在成长过程当中，曾受过身体虐待或性虐待吗？

- How long did it continue? Describe the abuse.

这个虐待持续了多久？请说明具体情况。

- Identify and explore any periods of prolonged and significant depression.

确认有否长期受到严重抑郁症的影响。

- Have you experienced times of depression in which it was hard to carry out day-to-day tasks?

因为抑郁症，你曾经无法正常生活吗？

- Has a doctor prescribed medication for depression? How long have you taken the medication?

医生开过抑郁症的处方吗？服用了多长时间？

- Lifestyle 生活样式

- Discuss the applicant's use of alcohol as a beverage. (When is the last time you had an alcoholic beverage?)

志愿者的饮酒习惯如何呢？（最后饮酒是在什么时候？）

- Discuss the applicant's use of tobacco in any form. (When is the last time you used tobacco in any form?)

【不管用什么方式】你吸烟吗？（最后一次吸烟是什么时候？）

- Discuss the applicants' commitment to sexual purity, whether single or married.

确认真愿者对性纯洁的承诺

- [If married] Have you remained faithful to your spouse alone?

[已婚者]只忠诚于你的配偶吗？

- [If single] Have you abstained from pre-marital sexual activity? If you have been involved with sexual activity, what type of activity has that been?

[未婚者] 同意婚前性行为吗？如果目前有，与对方是什么关系？

### 3. Family Issues 家庭问题

- Contentment as a single –

1-10 scale; 1 = not content, 10 = never think about it

若你是单身，对单身生活的满足程度是多少？

1-10 分：1 分 = 不满足 / 10 分 = 非常满足

- What three words describe you as a single? (Then ask why they chose those words.)

请用三个词汇，描述自己的单身生活。（详细说明各个理由）

- Marital health – pay attention to non-verbal signs.

婚姻生活健康程度—请留意非语言性的表达。

- **Communication skills and transparency.**  
沟通的技巧和语言的真实性
- **When did you last have a disagreement? How was it resolved?**  
最近，和配偶因意见不合，发生过争吵吗？是怎么解决的？
- **What three words describe your wife? (Your husband?)**  
请用三个词汇，描述自己的配偶。
- **What did your parents model for you that was positive that you have brought into your marriage?**  
在你的婚姻生活上，父母做出了哪些积极的榜样？
- **Did they model any hurtful behavior that you chose not to repeat in your marriage?**  
希望父母的哪些负面行为，不再出现于你的婚姻生活中？

## 25. Case Study: Missionary/Church/Agency/Field Relationships

### 个例研究：宣教士、教会、宣教机构，以及宣教现场之间的关系

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Main Street Church adopted the Mallakani people of a Southeast Asian country. Little information was available on the people group, but all indications were they had only a few believers and no churches or mission-sending agencies seeking to plant churches among them. The church began to pray for this people group and even sent a few teams to the area to learn about the local needs.

缅街教会领养东南亚马拉卡尼族的实例介绍。有关马拉卡尼部族的研究资料很缺乏，只知道那里有少数几个信徒，没有教会，也没有宣教士，更没有任何教会（或机构）想在当地开拓。缅街教会一边开始为马拉卡尼部族祷告，一边派遣短宣队，实际考察当地的需要。

Bob and Jean Smith were a part of the church's missions effort. Following a vision trip to the country, they felt called to devote their lives to the Mallakani as cross-cultural church planters. Bob and Jean shared this calling with the church, and after a period of prayer and assessment, the church agreed to send and support them as their missionaries to this unreached people. The church had little experience in that area so they connected with a missions-sending agency that could provide a logistics infrastructure, strategy planning, and field support for the Smith family.

曾经一起参与缅街教会宣教事工的鲍伯和吉恩·史密斯夫妇，在宣教旅行中，从神领受了跨文化宣教的呼召。史密斯夫妇与教会分享了这个呼召，教会透过祷告和一系列的考察后，同意差派并支援这对夫妇，成为马拉卡尼部族的宣教士。此外，由于缅街教会对那个地区的宣教经验不充分，所以，决定与一个宣教机构合作，预先考察史密斯夫妇在宣教现场的需要，并且，在行政管理和宣教策略上，提供支援。

The Smiths learned the language well, then deployed to the area, living in the heart of the Mallakani people and working on a tourism platform visa provided by the mission-sending agency. Bob gave about eight hours a week to platform management in return for the visa. Things went slowly during their first year on the field and just about the time they began to gain momentum in the work among the Mallakani people, the agency lost some key personnel in a nearby country who were attached to the same platform.

史密斯夫妇认真学习了当地的语言以后，被安排到所属宣教机构经营的一家旅行社，每周工作 8 小时，因此，解决了签证问题。之后，他们就搬到马拉卡尼部族里，和他们一起生活了。刚开始的第一年，宣教事工进展得比较缓慢，然而，在事工正要起飞的时候，突然发生了意想不到的变化。就是这对夫妇所属的宣教机构，在邻国经营的旅行社，主要干部离职了。

The agency saw no solution but to inform the Smiths they would have to move to the nearby country so they could manage the platform. Many missionaries in the region depended on this platform for their visas. Due to Bob's knowledge of platform operations gained through experience plus his business background, he was the only one who could fill this role.

根据这个宣教机构的判断，史密斯夫妇最好能移住到那里，经营那个旅行社。因为有很多的宣教士，是透过旅行社解决签证问题的，况且，从鲍伯丰富的工作经历，加上经营旅行社的经验看来，他是唯一能补上这个空缺的人选。

The Smiths were disillusioned with this abrupt change because their people group did not live in the neighboring country. The home church felt betrayed because they were not involved in this decision and were not given any opportunities to offer other remedies to the problem. The agency's view was that the Smiths must consider the greater good of the work, which sometimes means sacrifice. The Smiths found themselves in the middle of a major disagreement between their sending church, which provided their financial support, and the field agency that provided the local infrastructure and visa. The church questioned whether they could continue supporting a missionary who was not focused on the church's adopted people.

不用说，史密斯夫妇对这突如其来的变化，感到非常失落，主要是因为那个地方，没有他们“抱在怀里”的马拉卡尼部族。另外，为了顾全大局，这个宣教机构，却又坚持史密斯夫妇，哪怕牺牲自己，也要服从他们的决定。但是，他们所属的教会，因为没有适时得到提出解决方案的机会，所以，对这前前后后的决定，感到非常不满。他们认为这对夫妇，不能再集中于马拉卡尼部族，所以对继续支援他们，提出了异议。史密斯夫妇，因为与在经济上支援他们的教会，以及管理全盘行政和签证的宣教机构之间，产生了严重的分歧，令他们进退两难，无所去从。

In the excitement of initially establishing this relationship, the church, the agency, and the missionary never worked out the structures and decision-making process if such a situation should arise. Amid the crisis, emotions were intense, time was short, and it was difficult to appropriately process the issues 5,000 miles away from church leadership.

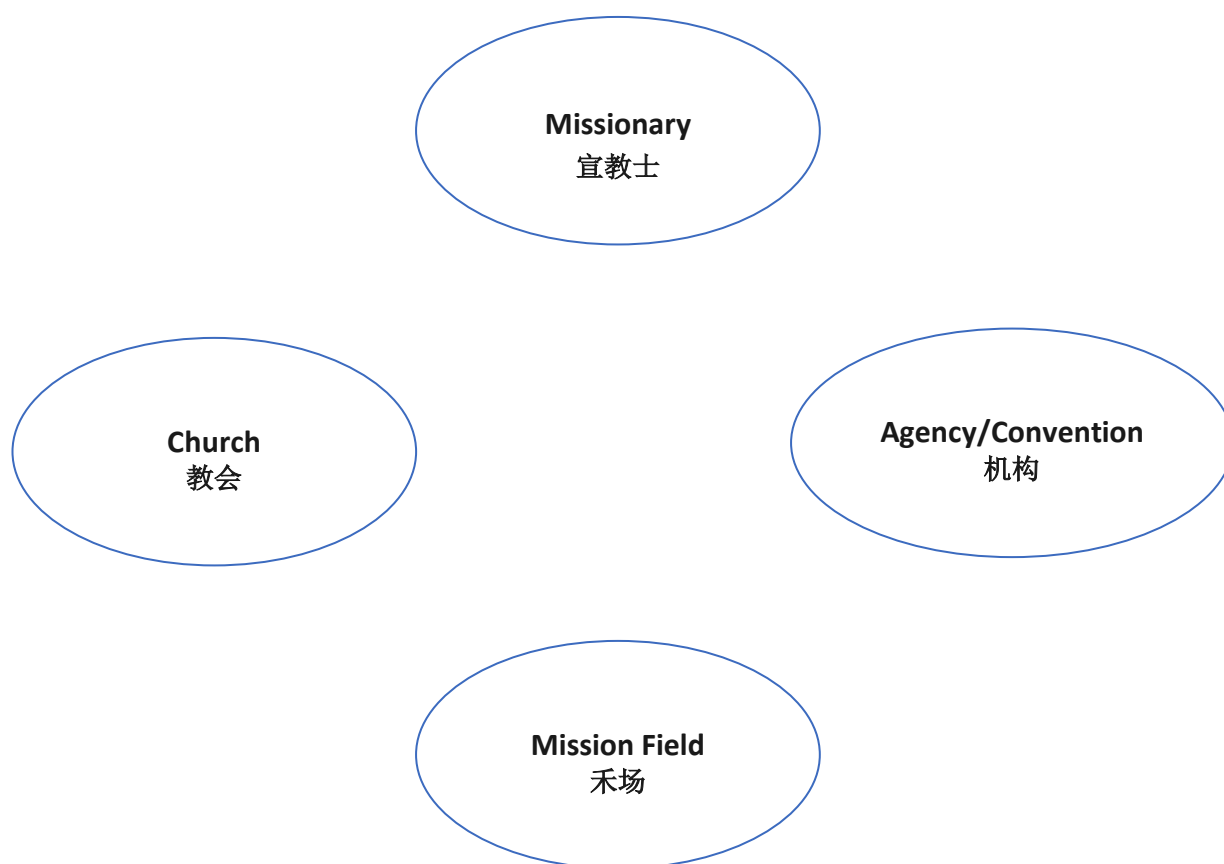
在初期阶段，教会、宣教机构和宣教士夫妇，的确都士气高昂，非常兴奋，只是没有及时制定好有关“结构”和“决议”的行政体制，因此，谁也没有想到会发生这样的结果。面对这个危机，各方都很难保持理智的心态，真要圆满达成协议，时间又不够充分。尤其对远在相隔 5 千英里外的差派教会来说，要适当地处理这个问题，难度之大，是可想而知的。

## 26. Four Models for Missionary/Church/Agency/Field Relationships

宣教士、教会、宣教机构与禾场关系的四种模式

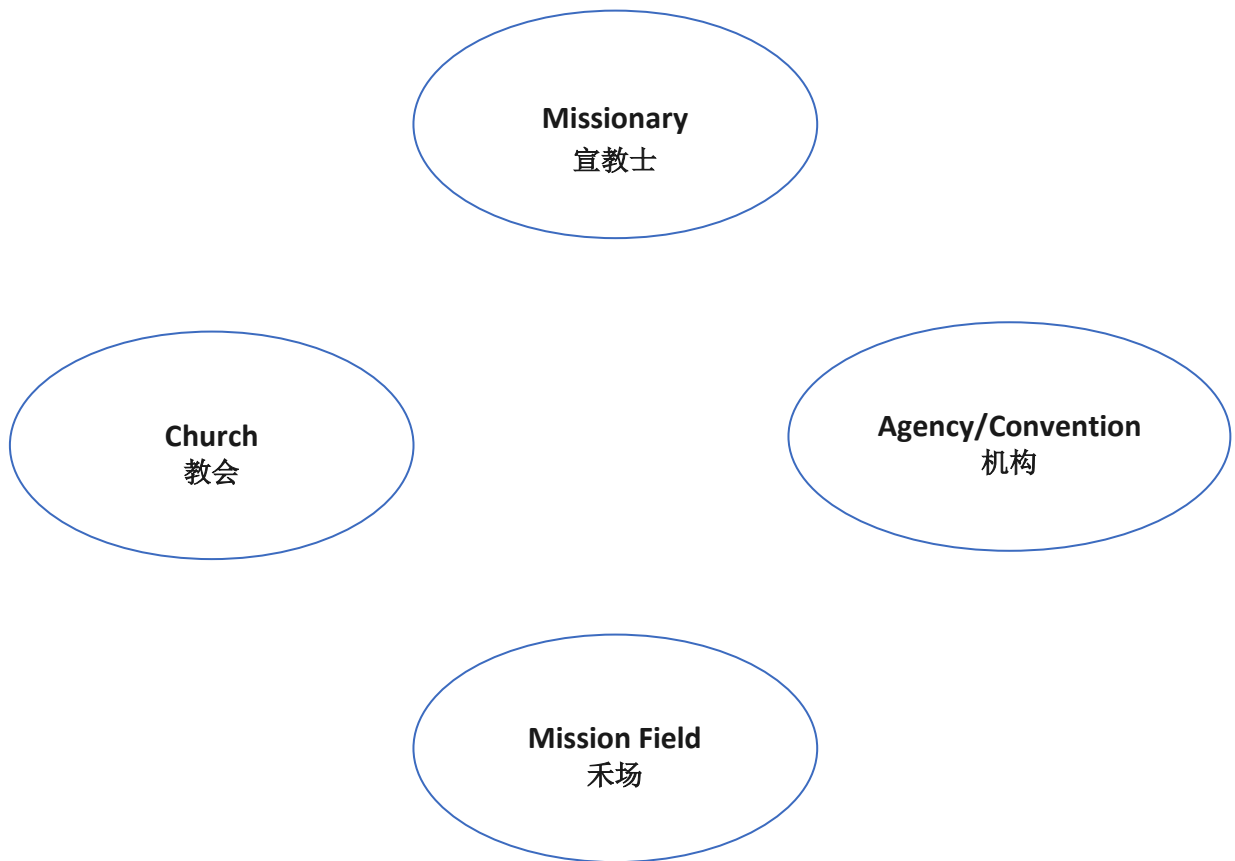
Model A

模型 A



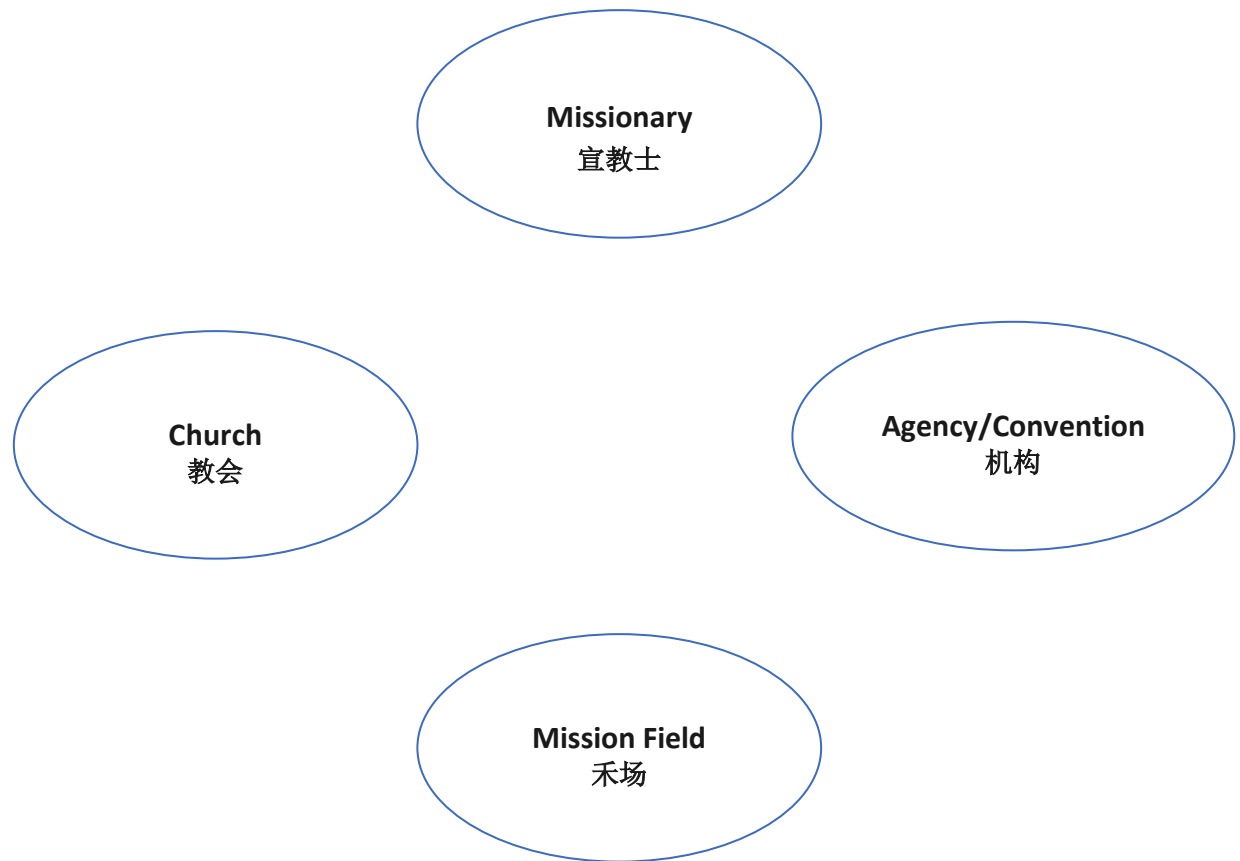
Model B  
模型 B

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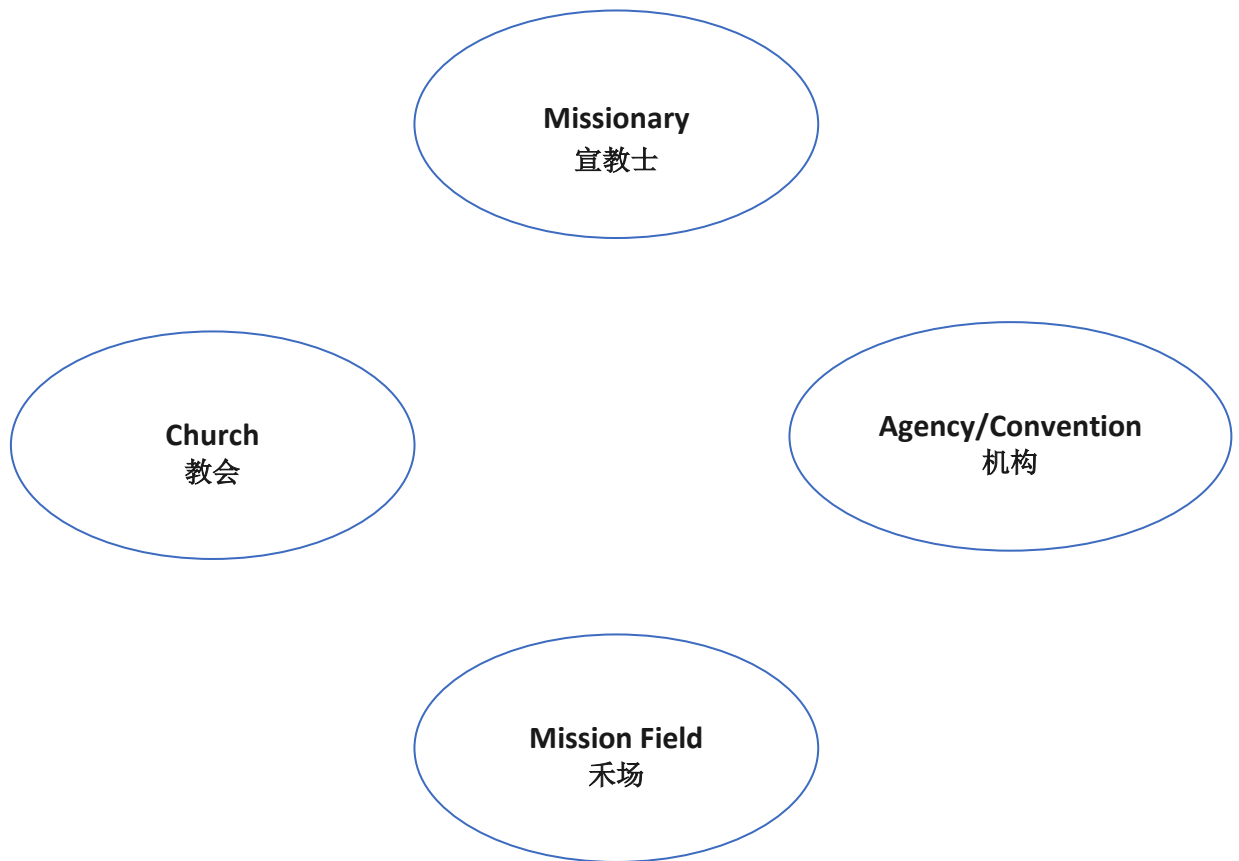
## Model C 模型 C

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## Model D 模型 D

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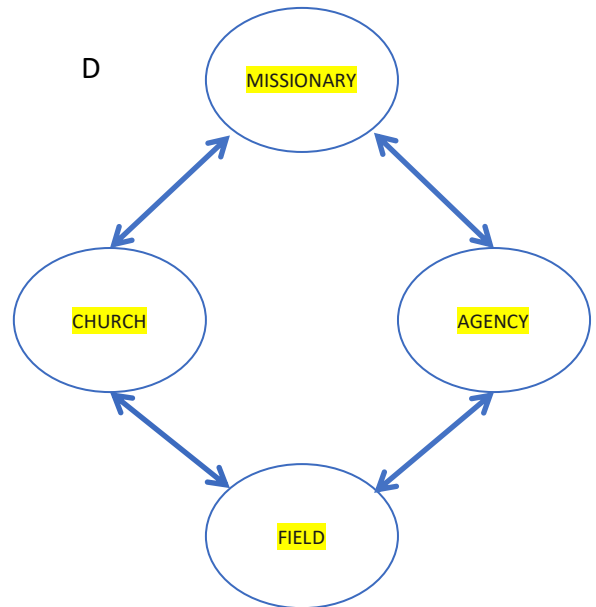
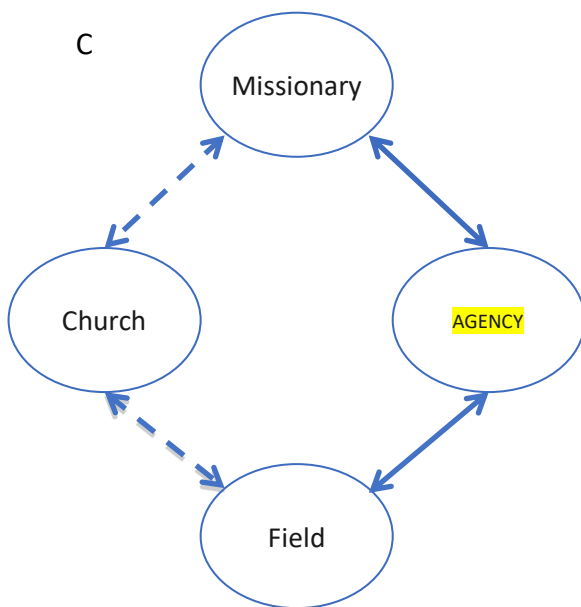
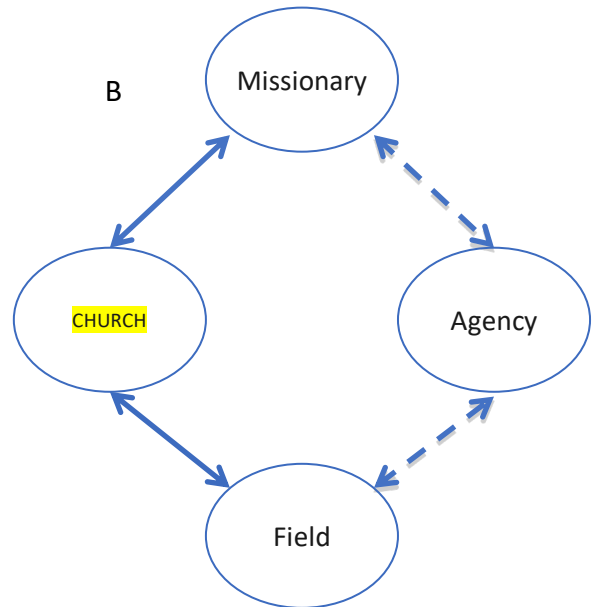
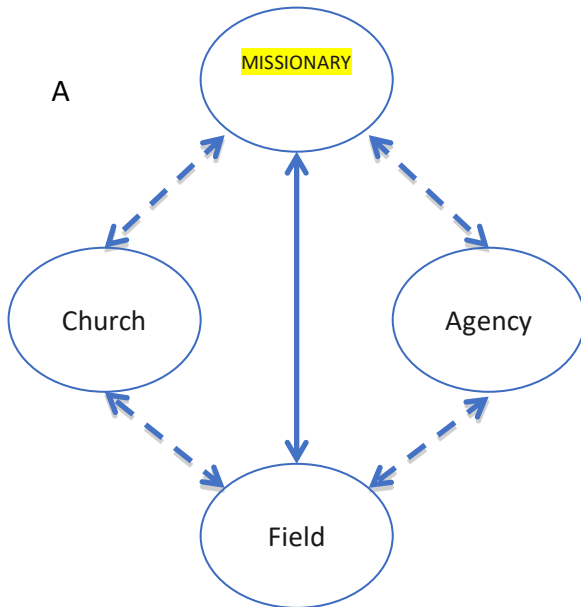
## Model E

### 模型 E

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# The Four Models

## 四种模式



## 27. Covenant Agreements 签定合作协议

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### Three Key Components of a Covenant Agreement

合作协议三大要素

1. We recognize that we are stronger together.  
认知互相合作产生的效力。（联合就是力量）
2. We have basic doctrinal agreement.  
在基本教义上，达成共识。
3. We establish and agree upon clear expectations for activity and interaction.  
双方共同设定并同意，有关合作事工所期待的目标。

### Team Covenant Agreements

缔结合作协议

*The specifics of the team assignment will be established in writing and agreed upon by the team leader of the receiving team, the missionary, the sending agency, and the local sending church. This team agreement will include the specific role, location, length of term, local supervision plan, as well as requirements and expectations for the assignment. Any financial responsibilities and commitments will also be clearly established.*

宣教机构分配的具体任务，包括的事工内容，须用书面拟定，由宣教现场的领袖、宣教士、宣教机构和差派的教会，共同达成协议。这个协议内容，应该包括事工的职责、差派地区、服侍期限、监管现场计划，以及宣教期待的目标等。此外，对所有财政的责任和承诺，也必须指明清楚。

### Details of Team Covenant Agreements

缔结合作协议的具体事项

1. Specific role 具体职责
2. Local supervision plan 现场监管计划
3. Length of term on the field/length of agreement 服侍期限/缔结合作期限
4. Work role on the team 团队内的职责
  - Responsibilities 职责
  - Approximate hours per week 每周服侍时间

5. Training obligations/requirements 进修的义务及要求事项
6. Language study expectations 学习语言的期待目标
7. Reporting process to team, sending church, and sending agency.  
提交现场服侍团队、差派的机构和教会之汇报的程序
8. Changes in work assignment 调整事工
9. Financial arrangements 预备宣教资金
  - Expectations 目标
  - Recommended support 筹集宣教资金
  - Provisions by the local team 支援宣教现场的团队
10. Handling of misunderstanding/sin 解决关系上的误会和犯罪的问题
  - In accordance with Matthew 18 太 18 章
  - Locally – church/agency will counsel missionary to deal first locally as possible  
教会和差派的机构，要与宣教士达成协议，尽可能在宣教现场，解决问题。
  - Agency/partner mediation 差派的机构与合作机构之间的协调
  - Removal from team 被团队开除
    - Steps 阶段
    - Communication 沟通
11. Other expectations and requirements 其他要求事项
  - Medical and evacuation insurance 医疗及意外保险
  - Vacation policy 休假制度
  - Children's schooling 子女学业
  - Housing 住宅
  - Other 其他
12. Debriefing by team leader at end of term of service  
在事工任期结束时，提交汇报给领袖

## 28. Organizational Structures

### 建立宣教机构的计划

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## Organizational Structures

### 建立宣教机构的计划

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## Notes

## 笔记

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## Notes

## 笔记

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## Notes

### 笔记

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## Appendix

### Eight Steps of the Missions Continuum

#### 附录：持续宣教的八大阶段

With his last words on earth, Jesus charged his church, “Go and make disciples of all nations.” Christians should be encouraged and motivated by his promise of power, authority, and presence with believers as they endeavor to obey the Great Commission. However, despite our best efforts, large numbers of unreached peoples and places remain. As missionaries are being sent from everywhere to everywhere, young organizations are seeking the assistance of the IMB to enhance their missionary preparation and organizational structures. We must consider how to help lay the foundation to achieve the desired result: sustained and effective missionary presence and implementation of the missionary task.

During the last few years, the IMB Globalization Team has observed missions-sending initiatives from Asia to Africa and all points in between. Identifying common barriers to sending, we have developed eight steps to help local churches and agencies sustain missionary deployment. The *Eight Steps of the Missions Continuum* will guide churches, agencies, or networks to lay the necessary foundation to send missionaries to the field, so they have work that sustains and remains. We offer missions consultations, which help partners assess where they are on the continuum and develop plans to mature their missions-sending processes. Following is a brief summary of each of these eight steps.



**Step One: Local Pastors** – The pastor is the gatekeeper of the church. He sets vision before the church and is responsible for giving members opportunities to use their gifts in service to the Lord and His church. The pastor helps his church understand God’s heart for the nations and recognize this theme in Scripture from Genesis to Revelation. If

the pastor is not missional, then mobilizing the church or identifying potential missionaries in the church will be difficult. For a pastor to be mobilized, his fundamental concerns must be addressed. These concerns are often expressed as the loss of revenue and the loss of his best members to missions. Step one is helping the pastor see that the Lord will equip the church to achieve His mission, challenging him to love the things Christ loves. We help the pastor understand that the impact of the church is not just measured in attendance, offerings, and buildings, but also in equipping the saints for ministry and leading his church to accept their role in the Great Commission.



**Step Two: Church Mobilization** – The entire church must be mobilized for missions. Two ways in which all members can be involved are going and sending. Only a few will be called to go. The rest of the church is called to send – which includes prayer, giving, encouragement, and support. These tasks should be embedded in the fabric of the

church and include every age group. Missions education is not an option in the church training program; it must be at the core because the gospel must be preached to all nations.



**Step Three: Local Ministry** – The local church can see its readiness for missions in the status of its local ministry. Members of the church should be using their spiritual gifts in service to the church. If the pastor is the only ministry-giver, his church members do not have the opportunity to minister to one another and the surrounding community. Basic

discipleship for all ages is at the core of this task, which includes the study and application of Scripture. The pastor should understand the characteristics of a healthy church, then move his church to become healthier. If the pastor’s vision for his church is a healthy church, then examining

the status of the church is an important early step to help the church embrace God's mission for the nations.



**Step Four: Raising Up Missionaries** – A church can intentionally raise up missionaries for service. As the pastor casts the vision of the Great Commission and provides opportunities for service and ministry, the Lord will call out some to leave home and engage the lost in another location. The church can encourage those interested in exploring their gifts and their calling to missions. This is best accomplished through mentoring relationships and studying Scripture to understand the missions calling. One must also understand the missionary task, the requirements of missions, and what role might best match his or her preparation and gifting.



**Step Five: Planning for Cross-Cultural Missions** – Many churches and pastors feel limited in their potential to be involved in missions due to their size or economic limitations. However, even a small church can make a significant contribution to the missions enterprise. Each church must do what it can and what the Lord places on its members' hearts. If mission is at the core of the church's vision, the Lord will provide direction and resources. To make progress, the church must have a plan that creates visible action steps to invite and encourage full participation of senders and goers. A thorough plan is necessary for the church to send and sustain missionary presence.



**Step Six: Selecting and Training Cross-Cultural Missionaries** – A missional church must soon make decisions about whom to support and whom to send. The motto – Right People, Right Place, Right Time – is an excellent guide to effective missions sending. The missionary call must be carefully evaluated. Christian disciplines should be reviewed. Involvement in and support of the local church are important traits to be assessed, along with competencies and qualifications for service. The candidates' health and wellness are a key factor that must be considered. Lastly, several practical issues must be reviewed such as debt, children's schooling, and family obligations, among other limiting factors.



**Step Seven: Developing Partners** – No single church or agency possesses all the resources needed to accomplish missions alone. Both churches and agencies should recognize where they do not have expertise and develop partnerships to fill in the gaps. These partnerships can be in areas such as funding for missions involvement, assistance in missionary assessment, accomplishing a portion of the missionary task, addressing security challenges, or even providing the field supervision and training necessary for effective ministry. Missions agencies are often the best partners to fill these gaps. However, church-to-church partnerships, networks, or denominations may also provide resources that a church lacks. When considering a partnership, a careful plan and agreement are necessary to address issues such as decision-making, field supervision, and financial matters. Thinking through these issues will be important in avoiding conflict and inaction when a problem or unanticipated event arises.



**Step Eight: The Mission Field** – The goal for each step of the continuum is accomplishing the missionary task: entry, evangelism, discipleship, church planting, leadership development, and exit to partnership. Completing the missionary task also includes the mission field becoming the mission force, and seeing all churches, even those in pioneer areas, embrace their role in the Great Commission. The *Eight Steps* provides the foundational structure necessary to implement and sustain the missionary task.